



County of Los Angeles  
**CHIEF ADMINISTRATIVE OFFICE**

713 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012  
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DAVID E. JANSSEN  
Chief Administrative Officer

Board of Supervisors  
GLORIA MOLINA  
First District

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Second District

ZEV YAROSLAVSKY  
Third District

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Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

January 9, 2007

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, CA 90012

Dear Supervisors:

**APPROVAL OF SUCCESSOR MEMORANDA OF UNDERSTANDING  
AND SALARIES FOR VARIOUS REPRESENTED  
AND NON-REPRESENTED EMPLOYEES  
(3 VOTES)**

**IT IS RECOMMENDED THAT YOUR BOARD:**

1. Approve the accompanying successor MOUs for a three-year term ending on September 30, 2009, with the following ten (10) bargaining units represented by various certified employee organizations:
  - **California Association of Professional Employees (CAPE):**
    - (Unit 131) – Appraisers
    - (Unit 132) – Supervising Appraisers
    - (Unit 501) – Professional Engineers
    - (Unit 502) – Supervising Professional Engineers
    - (Unit 511) – Engineering Technicians
    - (Unit 512) – Supervising Engineering Technicians
  - **Union of American Physicians and Dentists (UAPD):**
    - (Unit 325) - Mental Health Psychiatrists/Dental Professionals

- **Los Angeles County Association of Environmental Health Specialists (LACOA-EHS):**
  - (Unit 331) – Health Investigative and Support Services
- **Los Angeles County Building and Construction Trades Council (BCTC):**
  - (Unit 411) - Building Trades and Skilled Craftsmen
- **The Joint Council of Los Angeles County Building and Construction Trades Council and International Union of Operating Engineers (BCTC & IUOE):**
  - (Unit 412) - Supervisory Building and Construction Trades and Operating Engineers

The substance of these agreements is summarized in Attachment A.

2. Approve related salary changes for designated non-represented employees and other technical changes and corrections as shown in Attachment B.
3. Approve an increase in maximum permissible expenditures of not more than \$310,000 through December 31, 2008 under the existing contract with Affiliated Computer Services, Inc (ACS) and Buck Consultants, LLC for additional administrative and record keeping services related to the County's various cafeteria and other fringe benefit plans; instruct the County Counsel to prepare the necessary amendment to the contract with ACS and Buck Consultants; and instruct the Chair to sign the amendment.
4. Approve the accompanying ordinance amending Titles 5 (Personnel) and 6 (Salaries) of the Los Angeles County Code to implement the changes recommended herein.
5. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

We recommend that you approve, for a three-year term ending on September 30, 2009, general salary increases for the above referenced bargaining units as follows:

- 4% (16 levels) effective October 1, 2006
- 3% (12 levels) effective January 1, 2008
- 3% (12 levels) effective January 1, 2009

Employees compensated by salary schedule in the Appraisers, Supervising Appraisers, Health Investigative and Support Services, Mental Health Psychiatrists/Dental Professionals, Building Trades and Skilled Craftsmen, and Supervisory Building and Construction Trades and Operating Engineers bargaining units will receive compensation adjustments (half-steps) of 2.75% (11 levels) beginning July 1, 2007 and an additional 2.75% (11 levels) beginning July 1, 2008 provided that they have been on the top step of the salary range for one year or more on or after July 1, 2007 and July 1, 2008, respectively.

Employees on flat rated classifications will receive similar adjustments of 2.75% and 2.75% on July 1, 2007 and July 1, 2008, respectively.

Various market-based "inequity" adjustments were negotiated and bonuses were approved to enhance recruitment and retention efforts for designated critical job classifications in various bargaining units (Attachment A).

**Other Salary Recommendations**

In light of these agreements, we are recommending additional salary adjustments for three (3) non-represented classes in the Department of Public Works where further adjustment is necessary to maintain appropriate internal pay differentials with subordinate represented staff. Other recommendations regarding non-represented employees and other technical changes/corrections in various pay provisions in the County Code are summarized in Attachment B.

Contract Amendment for Employee Benefit Plan Administration

Recently negotiated Board-approved changes for County sponsored fringe benefits will require systems and record keeping support beyond what is currently provided by contract with ACS and Buck Consultants. These changes include life insurance benefits, health insurance for part-time employees working 20 or more hours per week, health insurance for Long-Term Disability Plan beneficiaries, and the establishment of a County contribution toward dependent/child care expenses beginning in 2008.

The requested increase in expenditure is attributable to systems changes and, in certain instances, increased day-to-day benefit administration. For example, the administration of dependent/child care spending account claims is currently performed by Buck Consultants. That work will increase significantly with the increased participation in this benefit that is expected to result from the negotiated changes. An increase in the volume of activity is also expected from other negotiated benefit changes.

The contract with ACS and Buck Consultants is managed by the Director of Personnel who is requesting authority to increase the maximum expenditure cap provided for in the contract by \$310,000 through December 31, 2008 when the current contract expires. This support is critical to the proper administration of these benefits and, therefore, it would be appropriate to approve the additional expenditure authority at this time.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote workforce excellence by resolving workplace issues while maintaining fiscal integrity and financial responsibility.

**FISCAL IMPACT/FINANCING**

These recommendations are within the parameters established by your Board. The County's pension actuary, Buck Consultants, has advised that the proposed salary adjustments exceed LACERA's current assumptions regarding salary inflation and will result in an increase in actuarial liability. However, the salary adjustments granted to these and other County employees over the last three years were below LACERA's actuarial assumptions by amounts that more than offset the impact of these proposed adjustments.

Honorable Board of Supervisors  
January 9, 2007  
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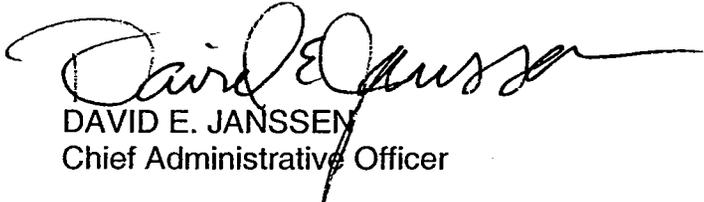
**FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The MOUs have been ratified by the respective employee organizations and/or associations. The agreements and the accompanying ordinance have been reviewed and approved as to form by County Counsel.

**IMPACT ON CURRENT SERVICES**

None.

Respectfully submitted,



DAVID E. JANSSEN  
Chief Administrative Officer

DEJ:JA:DLW  
MP:mj

Attachments (2)

c: County Counsel  
Auditor-Controller  
Director of Personnel

## ATTACHMENT A

### **CHANGES RESULTING FROM UNIT TABLE BARGAINING**

- Effective April 1, 2007, provide a 3.5% (14 level) salary adjustment to the class of Supervising Appraiser (BU 132) to establish an appropriate differential over subordinate staff.
- Effective July 1, 2007, increase the Advanced State Certification Bonus from \$55 to \$65 per pay period (BU 131/132).
- Effective July 1, 2007, increase County reimbursement for Professional Association Dues from \$60 to \$80 annually (BU 131/132).
- Effective July 1, 2007, provide a 5.5% (22 level) salary inequity adjustment to classes in BU 325.
- Effective July 1, 2008, provide a 4.5% (18 level) salary inequity adjustment to the class of Mental Health Psychiatrist (BU 325).
- Effective April 1, 2007, provide a 5.5% (22 level) salary inequity adjustment to the classes of Industrial Hygienist, Senior Radiation Protection Specialist, and Radiation Protection Specialist (BU 331).
- Effective October 1, 2006, incorporate a previously approved Manpower Shortage Range salary adjustment of 11% into the flat rated salary for Elevator Mechanic classes (BU 411/412). The Auditor will concurrently stop payment of the existing bonus.
- Effective April 1, 2007, provide a 5.5% (22 level) salary inequity adjustment to classes in the Professional Engineers, Supervising Professional Engineers, Engineering Technicians, and Supervising Engineering Technicians bargaining units (BU 501/502/511/512).
- Effective April 1, 2007, establish a 5.5% (22 level) bonus for classes in the Structural Engineering Series based upon a dual professional registration requirement (BU 501/502).
- Effective April 1, 2007, provide a 5.5% (22 level) salary inequity adjustment to classes in the Geologist series to restore internal relationships to classes in the Professional Engineering Series (BU 501/502).

## **ATTACHMENT A (continued)**

- Effective April 1, 2007, provide a 5.5% (22 level) salary adjustment to classes in the Architect Group and the Landscape Architecture Group to restore parity with the Professional Engineering Series (BU 501/502).
- Effective April 1, 2007, provide a 5.5% (22 level) salary inequity adjustment to classes in the Waste Control Engineer Inspector Group to establish a salary position competitive with local employers (BU 511/512).
- Effective April 1, 2007, provide a 2.75% (11 level) salary adjustment to the classes of Building Inspector I and II to establish parity with the Building Engineering Inspector and Senior Building Engineering Inspector classes (BU 511/512).
- Effective April 1, 2007, provide a 5.5% (22 level) salary adjustment to the classes of Road Maintenance Supervisor, Road Maintenance Superintendent, Head Construction Superintendent, Construction Superintendent, and Regional Sewer Maintenance Superintendent to maintain vertical salary relationships (BU 511/512).
- Effective April 1, 2007, establish a 5.5% (22 level) bonus for employees in the Civil Engineering Group who obtain a State of California Structural Engineer license and are assigned by management to perform duties requiring a Structural Engineer license (BU 501/502).
- Effective April 1, 2007, establish a 5.5% (22 level) bonus for employees in the classifications of Supervising Cadastral Engineer I, II, or III, Supervising Survey Mapping Technician, Associate Civil Engineer, Civil Engineer, or Senior Civil Engineer who obtain a State of California Land Surveyor License and are assigned work requiring the use of that license (BU 501/502/511/512).
- Effective April 1, 2007, establish a 2.75% (11 level) bonus for employees in the classifications of Highway Engineering Specialist, Supervising Highway Engineering Specialist I and II, Civil Engineering Assistant, Supervising Civil Engineering Assistant, and Principal Civil Engineering Assistant who obtain a State of California Traffic Engineer License and are assigned work requiring the use of that license (BU 501/502/511/512).

**ADDITIONAL RECOMMENDATIONS**

- Effective October 1, 2006, establish a 5.5% (22 level) bonus for the person employed on a full-time basis as an Animal Control Manager (Item No. 3004) and assigned to serve as the Board liaison for the unincorporated areas of the County of Los Angeles.
- Effective October 1, 2006, extend the \$55 per pay period (\$110 per month) Advanced Appraiser Certification Bonus currently applicable to represented personnel in the Department of Assessor to non-represented Assessor staff. In addition, adjust the bonus amount to \$65 per pay period (\$130 per month) effective July 1, 2007 when the same adjustment takes effect for represented employees.
- Effective October 1, 2006, extend an existing 5.5% (22 level) bonus applicable to Auditor-Controller employees possessing licensure as a Certified Public Accountant, Certified Internal Auditor, or Certified Information Systems Auditor to all such employees in the Department of Auditor-Controller performing applicable financial, systems, or accounting functions.
- Effective October 1, 2006, extend a 5.5% (22 level) Antelope Valley assignment bonus to employees in the following Child Support Services Department and County Counsel classes who are assigned to work full-time in the Antelope Valley area and who reside more than 30 miles from the courthouse from which they work:

<b>Item Number</b>	<b>Title</b>
9202	Associate County Counsel
9204	Senior Associate County Counsel
9206	Deputy County Counsel
9207	Senior Deputy County Counsel
9286	Attorney III, Child Support Services
9287	Attorney IV, Child Support Services
9288	Head Attorney, Child Support Services

Also, clarify that the same bonus previously approved by your Board on November 21, 2006 for District Attorney, Public Defender, and Alternate Public Defender employees shall only apply to employees assigned to Antelope Valley on a full-time basis.

**ATTACHMENT B (continued)**

- Effective October 1, 2006, extend the same advance step placement provisions currently applicable to designated full-time attorney positions in the District Attorney and Public Defender Antelope Valley offices to persons employed in the following classes in the Alternate Public Defender and Child Support Services Department who are assigned to work in the Antelope Valley area:

<b>Item Number</b>	<b>Title</b>
9284	Deputy Public Defender II
9285	Attorney II, Child Support Services

- Effective April 1, 2007, provide a 2.75% (11 level) adjustment for the following three non-represented classes in the Department of Public Works to maintain appropriate internal pay differentials over subordinate staff, in addition to a 5.0% (20 level) adjustment to two of those classes to provide parity with Principal Engineer. The three classes will otherwise receive the same salary adjustments as related represented classes:

<b>Item Number</b>	<b>Title</b>
1032	Assistant Chief, Mapping & Property Management, Public Works
3438	Principal Engineer
4375	Supervising Engineering Geologist IV

- Effective April 1, 2007, establish the following bonuses for persons employed in the Department of Public Works as a Principal Engineer (Item No. 3438) or Assistant Deputy Director, Public Works (Item No. 3310): 1) a 5.5% (22 level) bonus for such employees assigned to the Survey Division or Mapping and Property Management Division who obtain a State of California Land Surveyor License and are assigned work requiring the use of that license, and 2) a 2.75% (11 level) bonus for such employees assigned to the Traffic and Lighting Division who obtain who obtain a State of California Traffic Engineer License and are assigned work requiring the use of that license.
- Effective October 1, 2006, extend to employees in the classes listed below an existing 5.5% (22 level) bonus currently paid to designated Department of Public Works employees engaged on a full-time basis in sewer maintenance activities:

<b>Item Number</b>	<b>Title</b>
6349	Helper, Electro Mechanic
6490	Assistant Electro Mechanic
6492	Electro Mechanic
6495	Electro Mechanic Working Supervisor
6498	Electro Mechanic Supervisor

## ATTACHMENT B (continued)

- Make various technical changes/corrections to the County Code related to the following:
  - Correct inadvertent errors relating to 1) the hourly pay rates applicable to the classes of Mental Health Consultant, MD and Consulting Specialist, MD, 2) the monthly fifth step rate for Schedule 128E on the "Standardized Salary Schedule," 3) the maximum rates on Table M of the Management Appraisal and Performance Plan for "R" Ranges 1 and 2, and 4) salaries and corresponding effective dates from January 1, 2005 to January 1, 2009 for the Mental Health Psychiatrist Salary Table as indicated in the accompanying ordinance.
  - Add inadvertently omitted language to the County Code relating to existing uniform allowances for persons employed in the classes of Deputy Marshal Matron and Deputy Clerk, Custody Officer.
  - Establish Notes MY and NY to provide an extended step salary range of 12 and 11 steps respectively for the class of Appraiser.
  - Delete various obsolete provisions.

## ANALYSIS

This ordinance amends Title 5 - Personnel and Title 6 - Salaries, of the Los Angeles County Code for salaries and allowances by:

- Amending Section 5.72.050, Uniforms - Deputy sheriffs, deputy marshals, deputy marshal, matrons, security officers, marshal, and firefighters;
- Adding Section 5.72.052, Uniform allowance – deputy marshal, matron and deputy clerk, custody officer;
- Amending portions of Section 6.08.260, Occasional Physician Services;
- Deleting and restating Section 6.26.040, County of Los Angeles Salary Tables, in its entirety;
- Amending Section 6.28.050, Tables of classes of positions with salary schedule and level, to change the salaries of three (3) non-represented classes;
- Amending portions of Section 6.28.050-25, Notes to Section 6.28.050; and
- Deleting, adding, and/or amending various Departmental Provisions relating to the departments of the Alternate Public Defender, Animal Care and Control, Assessor, Auditor-Controller, Child Support Services, Children and Family Services, County Counsel, District Attorney, Public Defender, and Public Works.

RAYMOND G. FORTNER, JR.  
County Counsel

By   
LESTER J. TOLNAI  
Assistant County Counsel  
Labor & Employment Services Division

LJT:HSM:vmh

(Req. 12/20/06)  
(Rev. 12/26/06)

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Title 5 - Personnel and Title 6 – Salaries of the Los Angeles County Code for salaries and allowances.

The Board of Supervisors of the County of Los Angeles ordains as follows:

**SECTION 1.** Section 5.72.050 is hereby amended to read as follows:

**5.72.050 Uniforms -- Deputy sheriffs, deputy marshals, deputy marshal, matrons, security officers, marshal, and firefighters.**

Persons employed in the items listed below shall be entitled to have issued to them certain items of initial uniform and equipment. Such issue shall be restricted to the initial equipping of newly hired persons and shall remain the property of the county until such a time as normal wear makes them valueless to the county. The chief administrative officer shall annually list those items to be issued and the period of time that they must be used before being presumed to be valueless to the county.

<b>Item No.</b>	<b>Title</b>
0198	Fire Fighter Trainee
0199	Fire Fighter (56 Hours)
2432	Fire Dispatcher I
2433	Fire Dispatcher II
2707	Deputy Sheriff Trainee
2708	Deputy Sheriff
<del>9625</del>	Deputy Marshal, Matron
<u>2746</u>	

**SECTION 2.** Section 5.72.052 is hereby added to read as follows:

**Chapter 5.72**

**CLOTHING**

**Sections:**

. . .

5.72.052 Uniform allowance – deputy marshal, matron and deputy clerk, custody officer.

. . .

5.72.052 Uniform allowance – deputy marshal, matron and deputy clerk, custody officer.

Any person employed in a position of Deputy Marshal, Matron (Item No. 2746) or Deputy Clerk, Custody Officer (Item No. 2747) shall receive a lump-sum uniform allowance of \$600.00 payable between December 1 and December 15 each year provided such person was employed in said position on November 1 of that calendar year.

. . .

**SECTION 3.** Section 6.08.260 (Occasional physician services) is hereby amended to read as follows:

**6.08.260 Occasional physician services.**

. . .

B. Beginning on the effective date, a physician employed as a Mental Health Consultant, MD (Item No. 5470) or a Consulting Specialist, MD (Item No. 5471) shall be compensated at the hourly rates shown in the following table, unless the department

head has specifically authorized compensation on a per-session basis, in which case the physician shall be compensated as a Mental Health Consultant, MD (Item No. 5467) or a Consulting Specialist, MD (Item No. 5472) at the session rate shown in the table. In no event shall the aggregate compensation of a physician provided for in this subsection B exceed the annual compensation limit shown in the following table during any one calendar year.

<b>Effective Date</b>	<b>Hourly Rate for First Hour of Assigned Shift</b>	<b>Hourly Rate for the Second, Third and Fourth Hours of Assigned Shift</b>	<b>Hourly Rate for Fifth Hour of Assigned Shift</b>	<b>Hourly Rate for Each Consecutive Additional Hour of Assigned Shift</b>	<b>Session Rate for Item Nos. 5467 and 5472 Only</b>	<b>Annual Compensation Limit</b>
January 1, 2006	\$125	\$63	\$125	<del>\$65</del> <u>\$63</u>	\$314	\$59,372
October 1, 2006	\$130	\$66	\$130	<del>\$68</del> <u>\$66</u>	\$327	\$61,747

. . .

**SECTION 4.** Section 6.26.040 (County of Los Angeles Salary Tables) is hereby deleted in its entirety.

**SECTION 5.** Section 6.26.040 (County of Los Angeles Salary Tables) is hereby added to read as follows:

6.26.040 County of Los Angeles Salary Tables.

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
38	A	1,170.00	1,236.00	1,306.00	1,380.00	1,458.00	6.724	17,496.00
38	B	1,173.00	1,239.18	1,309.36	1,383.55	1,461.73	6.741	17,540.76
38	C	1,176.00	1,242.36	1,312.73	1,387.09	1,465.45	6.759	17,585.40
38	D	1,179.00	1,245.55	1,316.09	1,390.64	1,469.18	6.776	17,630.16
38	E	1,182.00	1,248.73	1,319.45	1,394.18	1,472.91	6.793	17,674.92
38	F	1,185.00	1,251.91	1,322.82	1,397.73	1,476.64	6.810	17,719.68
38	G	1,188.00	1,255.09	1,326.18	1,401.27	1,480.36	6.828	17,764.32
38	H	1,191.00	1,258.27	1,329.55	1,404.82	1,484.09	6.845	17,809.08
38	J	1,194.00	1,261.45	1,332.91	1,408.36	1,487.82	6.862	17,853.84
38	K	1,197.00	1,264.64	1,336.27	1,411.91	1,491.55	6.879	17,898.60
38	L	1,200.00	1,267.82	1,339.64	1,415.45	1,495.27	6.897	17,943.24
39	A	1,203.00	1,271.00	1,343.00	1,419.00	1,499.00	6.914	17,988.00
39	B	1,206.00	1,274.18	1,346.36	1,422.55	1,502.73	6.931	18,032.76
39	C	1,209.00	1,277.36	1,349.73	1,426.09	1,506.45	6.948	18,077.40
39	D	1,212.00	1,280.55	1,353.09	1,429.64	1,510.18	6.966	18,122.16
39	E	1,215.00	1,283.73	1,356.45	1,433.18	1,513.91	6.983	18,166.92
39	F	1,218.00	1,286.91	1,359.82	1,436.73	1,517.64	7.000	18,211.68
39	G	1,221.00	1,290.09	1,363.18	1,440.27	1,521.36	7.017	18,256.32
39	H	1,224.00	1,293.27	1,366.55	1,443.82	1,525.09	7.034	18,301.08
39	J	1,227.00	1,296.45	1,369.91	1,447.36	1,528.82	7.052	18,345.84
39	K	1,230.00	1,299.64	1,373.27	1,450.91	1,532.55	7.069	18,390.60
39	L	1,233.00	1,302.82	1,376.64	1,454.45	1,536.27	7.086	18,435.24
40	A	1,236.00	1,306.00	1,380.00	1,458.00	1,540.00	7.103	18,480.00
40	B	1,239.18	1,309.36	1,383.55	1,461.73	1,543.91	7.122	18,526.92
40	C	1,242.36	1,312.73	1,387.09	1,465.45	1,547.82	7.140	18,573.84
40	D	1,245.55	1,316.09	1,390.64	1,469.18	1,551.73	7.158	18,620.76

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
40	E	1,248.73	1,319.45	1,394.18	1,472.91	1,555.64	7.177	18,667.68
40	F	1,251.91	1,322.82	1,397.73	1,476.64	1,559.55	7.195	18,714.60
40	G	1,255.09	1,326.18	1,401.27	1,480.36	1,563.45	7.213	18,761.40
40	H	1,258.27	1,329.55	1,404.82	1,484.09	1,567.36	7.231	18,808.32
40	J	1,261.45	1,332.91	1,408.36	1,487.82	1,571.27	7.250	18,855.24
40	K	1,264.64	1,336.27	1,411.91	1,491.55	1,575.18	7.268	18,902.16
40	L	1,267.82	1,339.64	1,415.45	1,495.27	1,579.09	7.286	18,949.08
41	A	1,271.00	1,343.00	1,419.00	1,499.00	1,583.00	7.305	18,996.00
41	B	1,274.18	1,346.36	1,422.55	1,502.73	1,587.00	7.323	19,044.00
41	C	1,277.36	1,349.73	1,426.09	1,506.45	1,591.00	7.341	19,092.00
41	D	1,280.55	1,353.09	1,429.64	1,510.18	1,595.00	7.359	19,140.00
41	E	1,283.73	1,356.45	1,433.18	1,513.91	1,599.00	7.378	19,188.00
41	F	1,286.91	1,359.82	1,436.73	1,517.64	1,603.00	7.396	19,236.00
41	G	1,290.09	1,363.18	1,440.27	1,521.36	1,607.00	7.414	19,284.00
41	H	1,293.27	1,366.55	1,443.82	1,525.09	1,611.00	7.433	19,332.00
41	J	1,296.45	1,369.91	1,447.36	1,528.82	1,615.00	7.451	19,380.00
41	K	1,299.64	1,373.27	1,450.91	1,532.55	1,619.00	7.469	19,428.00
41	L	1,302.82	1,376.64	1,454.45	1,536.27	1,623.00	7.487	19,476.00
42	A	1,306.00	1,380.00	1,458.00	1,540.00	1,627.00	7.506	19,524.00
42	B	1,309.36	1,383.55	1,461.73	1,543.91	1,631.18	7.525	19,574.16
42	C	1,312.73	1,387.09	1,465.45	1,547.82	1,635.36	7.544	19,624.32
42	D	1,316.09	1,390.64	1,469.18	1,551.73	1,639.55	7.564	19,674.60
42	E	1,319.45	1,394.18	1,472.91	1,555.64	1,643.73	7.583	19,724.76
42	F	1,322.82	1,397.73	1,476.64	1,559.55	1,647.91	7.602	19,774.92
42	G	1,326.18	1,401.27	1,480.36	1,563.45	1,652.09	7.622	19,825.08
42	H	1,329.55	1,404.82	1,484.09	1,567.36	1,656.27	7.641	19,875.24
42	J	1,332.91	1,408.36	1,487.82	1,571.27	1,660.45	7.660	19,925.40
42	K	1,336.27	1,411.91	1,491.55	1,575.18	1,664.64	7.680	19,975.68

**STANDARDIZED SALARY SCHEDULE TABLE**

<b>S C H E D U L E</b>	<b>L E V E L</b>	<b>MONTHLY STEP RATES</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>		
		<b>NOTE 2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>FIRST</b>	<b>TOP</b>
			<b>NOTE 3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>STEP</b>	<b>STEP</b>
				<b>NOTE 4</b>	<b>1</b>	<b>2</b>	<b>HOURLY</b>	<b>ANNUAL</b>
				<b>NOTE 5</b>	<b>1</b>	<b>RATE</b>	<b>RATE</b>	
42	L	1,339.64	1,415.45	1,495.27	1,579.09	1,668.82	7.699	20,025.84
43	A	1,343.00	1,419.00	1,499.00	1,583.00	1,673.00	7.718	20,076.00
43	B	1,346.36	1,422.55	1,502.73	1,587.00	1,677.18	7.738	20,126.16
43	C	1,349.73	1,426.09	1,506.45	1,591.00	1,681.36	7.757	20,176.32
43	D	1,353.09	1,429.64	1,510.18	1,595.00	1,685.55	7.776	20,226.60
43	E	1,356.45	1,433.18	1,513.91	1,599.00	1,689.73	7.796	20,276.76
43	F	1,359.82	1,436.73	1,517.64	1,603.00	1,693.91	7.815	20,326.92
43	G	1,363.18	1,440.27	1,521.36	1,607.00	1,698.09	7.834	20,377.08
43	H	1,366.55	1,443.82	1,525.09	1,611.00	1,702.27	7.854	20,427.24
43	J	1,369.91	1,447.36	1,528.82	1,615.00	1,706.45	7.873	20,477.40
43	K	1,373.27	1,450.91	1,532.55	1,619.00	1,710.64	7.892	20,527.68
43	L	1,376.64	1,454.45	1,536.27	1,623.00	1,714.82	7.912	20,577.84
44	A	1,380.00	1,458.00	1,540.00	1,627.00	1,719.00	7.931	20,628.00
44	B	1,383.55	1,461.73	1,543.91	1,631.18	1,723.36	7.951	20,680.32
44	C	1,387.09	1,465.45	1,547.82	1,635.36	1,727.73	7.972	20,732.76
44	D	1,390.64	1,469.18	1,551.73	1,639.55	1,732.09	7.992	20,785.08
44	E	1,394.18	1,472.91	1,555.64	1,643.73	1,736.45	8.013	20,837.40
44	F	1,397.73	1,476.64	1,559.55	1,647.91	1,740.82	8.033	20,889.84
44	G	1,401.27	1,480.36	1,563.45	1,652.09	1,745.18	8.053	20,942.16
44	H	1,404.82	1,484.09	1,567.36	1,656.27	1,749.55	8.074	20,994.60
44	J	1,408.36	1,487.82	1,571.27	1,660.45	1,753.91	8.094	21,046.92
44	K	1,411.91	1,491.55	1,575.18	1,664.64	1,758.27	8.114	21,099.24
44	L	1,415.45	1,495.27	1,579.09	1,668.82	1,762.64	8.135	21,151.68
45	A	1,419.00	1,499.00	1,583.00	1,673.00	1,767.00	8.155	21,204.00
45	B	1,422.55	1,502.73	1,587.00	1,677.18	1,771.45	8.176	21,257.40
45	C	1,426.09	1,506.45	1,591.00	1,681.36	1,775.91	8.196	21,310.92
45	D	1,429.64	1,510.18	1,595.00	1,685.55	1,780.36	8.216	21,364.32
45	E	1,433.18	1,513.91	1,599.00	1,689.73	1,784.82	8.237	21,417.84

**STANDARDIZED SALARY SCHEDULE TABLE**

<b>S C H E D U L E</b>	<b>L E V E L</b>	<b>MONTHLY STEP RATES</b>							
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>			
		<b>NOTE 2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>FIRST</b>	<b>TOP</b>	
			<b>NOTE 3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>STEP</b>	<b>STEP</b>	
				<b>NOTE 4</b>	<b>1</b>	<b>2</b>	<b>HOURLY</b>	<b>ANNUAL</b>	
				<b>NOTE 5</b>	<b>1</b>	<b>RATE</b>	<b>RATE</b>		
45	F	1,436.73	1,517.64	1,603.00	1,693.91	1,789.27	8.257	21,471.24	
45	G	1,440.27	1,521.36	1,607.00	1,698.09	1,793.73	8.277	21,524.76	
45	H	1,443.82	1,525.09	1,611.00	1,702.27	1,798.18	8.298	21,578.16	
45	J	1,447.36	1,528.82	1,615.00	1,706.45	1,802.64	8.318	21,631.68	
45	K	1,450.91	1,532.55	1,619.00	1,710.64	1,807.09	8.339	21,685.08	
45	L	1,454.45	1,536.27	1,623.00	1,714.82	1,811.55	8.359	21,738.60	
46	A	1,458.00	1,540.00	1,627.00	1,719.00	1,816.00	8.379	21,792.00	
46	B	1,461.73	1,543.91	1,631.18	1,723.36	1,820.64	8.401	21,847.68	
46	C	1,465.45	1,547.82	1,635.36	1,727.73	1,825.27	8.422	21,903.24	
46	D	1,469.18	1,551.73	1,639.55	1,732.09	1,829.91	8.444	21,958.92	
46	E	1,472.91	1,555.64	1,643.73	1,736.45	1,834.55	8.465	22,014.60	
46	F	1,476.64	1,559.55	1,647.91	1,740.82	1,839.18	8.486	22,070.16	
46	G	1,480.36	1,563.45	1,652.09	1,745.18	1,843.82	8.508	22,125.84	
46	H	1,484.09	1,567.36	1,656.27	1,749.55	1,848.45	8.529	22,181.40	
46	J	1,487.82	1,571.27	1,660.45	1,753.91	1,853.09	8.551	22,237.08	
46	K	1,491.55	1,575.18	1,664.64	1,758.27	1,857.73	8.572	22,292.76	
46	L	1,495.27	1,579.09	1,668.82	1,762.64	1,862.36	8.594	22,348.32	
47	A	1,499.00	1,583.00	1,673.00	1,767.00	1,867.00	8.615	22,404.00	
47	B	1,502.73	1,587.00	1,677.18	1,771.45	1,871.73	8.636	22,460.76	
47	C	1,506.45	1,591.00	1,681.36	1,775.91	1,876.45	8.658	22,517.40	
47	D	1,510.18	1,595.00	1,685.55	1,780.36	1,881.18	8.679	22,574.16	
47	E	1,513.91	1,599.00	1,689.73	1,784.82	1,885.91	8.701	22,630.92	
47	F	1,517.64	1,603.00	1,693.91	1,789.27	1,890.64	8.722	22,687.68	
47	G	1,521.36	1,607.00	1,698.09	1,793.73	1,895.36	8.743	22,744.32	
47	H	1,525.09	1,611.00	1,702.27	1,798.18	1,900.09	8.765	22,801.08	
47	J	1,528.82	1,615.00	1,706.45	1,802.64	1,904.82	8.786	22,857.84	
47	K	1,532.55	1,619.00	1,710.64	1,807.09	1,909.55	8.808	22,914.60	
47	L	1,536.27	1,623.00	1,714.82	1,811.55	1,914.27	8.829	22,971.24	

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
				NOTE 5	1	RATE	RATE	
48	A	1,540.00	1,627.00	1,719.00	1,816.00	1,919.00	8.851	23,028.00
48	B	1,543.91	1,631.18	1,723.36	1,820.64	1,923.91	8.873	23,086.92
48	C	1,547.82	1,635.36	1,727.73	1,825.27	1,928.82	8.896	23,145.84
48	D	1,551.73	1,639.55	1,732.09	1,829.91	1,933.73	8.918	23,204.76
48	E	1,555.64	1,643.73	1,736.45	1,834.55	1,938.64	8.940	23,263.68
48	F	1,559.55	1,647.91	1,740.82	1,839.18	1,943.55	8.963	23,322.60
48	G	1,563.45	1,652.09	1,745.18	1,843.82	1,948.45	8.985	23,381.40
48	H	1,567.36	1,656.27	1,749.55	1,848.45	1,953.36	9.008	23,440.32
48	J	1,571.27	1,660.45	1,753.91	1,853.09	1,958.27	9.030	23,499.24
48	K	1,575.18	1,664.64	1,758.27	1,857.73	1,963.18	9.053	23,558.16
48	L	1,579.09	1,668.82	1,762.64	1,862.36	1,968.09	9.075	23,617.08
49	A	1,583.00	1,673.00	1,767.00	1,867.00	1,973.00	9.098	23,676.00
49	B	1,587.00	1,677.18	1,771.45	1,871.73	1,977.91	9.121	23,734.92
49	C	1,591.00	1,681.36	1,775.91	1,876.45	1,982.82	9.144	23,793.84
49	D	1,595.00	1,685.55	1,780.36	1,881.18	1,987.73	9.167	23,852.76
49	E	1,599.00	1,689.73	1,784.82	1,885.91	1,992.64	9.190	23,911.68
49	F	1,603.00	1,693.91	1,789.27	1,890.64	1,997.55	9.213	23,970.60
49	G	1,607.00	1,698.09	1,793.73	1,895.36	2,002.45	9.236	24,029.40
49	H	1,611.00	1,702.27	1,798.18	1,900.09	2,007.36	9.259	24,088.32
49	J	1,615.00	1,706.45	1,802.64	1,904.82	2,012.27	9.282	24,147.24
49	K	1,619.00	1,710.64	1,807.09	1,909.55	2,017.18	9.305	24,206.16
49	L	1,623.00	1,714.82	1,811.55	1,914.27	2,022.09	9.328	24,265.08
50	A	1,627.00	1,719.00	1,816.00	1,919.00	2,027.00	9.351	24,324.00
50	B	1,631.18	1,723.36	1,820.64	1,923.91	2,032.18	9.375	24,386.16
50	C	1,635.36	1,727.73	1,825.27	1,928.82	2,037.36	9.399	24,448.32
50	D	1,639.55	1,732.09	1,829.91	1,933.73	2,042.55	9.423	24,510.60
50	E	1,643.73	1,736.45	1,834.55	1,938.64	2,047.73	9.447	24,572.76
50	F	1,647.91	1,740.82	1,839.18	1,943.55	2,052.91	9.471	24,634.92

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
				NOTE 5	1	RATE	RATE	
50	G	1,652.09	1,745.18	1,843.82	1,948.45	2,058.09	9.495	24,697.08
50	H	1,656.27	1,749.55	1,848.45	1,953.36	2,063.27	9.519	24,759.24
50	J	1,660.45	1,753.91	1,853.09	1,958.27	2,068.45	9.543	24,821.40
50	K	1,664.64	1,758.27	1,857.73	1,963.18	2,073.64	9.567	24,883.68
50	L	1,668.82	1,762.64	1,862.36	1,968.09	2,078.82	9.591	24,945.84
51	A	1,673.00	1,767.00	1,867.00	1,973.00	2,084.00	9.615	25,008.00
51	B	1,677.18	1,771.45	1,871.73	1,977.91	2,089.27	9.639	25,071.24
51	C	1,681.36	1,775.91	1,876.45	1,982.82	2,094.55	9.663	25,134.60
51	D	1,685.55	1,780.36	1,881.18	1,987.73	2,099.82	9.687	25,197.84
51	E	1,689.73	1,784.82	1,885.91	1,992.64	2,105.09	9.711	25,261.08
51	F	1,693.91	1,789.27	1,890.64	1,997.55	2,110.36	9.735	25,324.32
51	G	1,698.09	1,793.73	1,895.36	2,002.45	2,115.64	9.759	25,387.68
51	H	1,702.27	1,798.18	1,900.09	2,007.36	2,120.91	9.783	25,450.92
51	J	1,706.45	1,802.64	1,904.82	2,012.27	2,126.18	9.807	25,514.16
51	K	1,710.64	1,807.09	1,909.55	2,017.18	2,131.45	9.831	25,577.40
51	L	1,714.82	1,811.55	1,914.27	2,022.09	2,136.73	9.855	25,640.76
52	A	1,719.00	1,816.00	1,919.00	2,027.00	2,142.00	9.879	25,704.00
52	B	1,723.36	1,820.64	1,923.91	2,032.18	2,147.45	9.904	25,769.40
52	C	1,727.73	1,825.27	1,928.82	2,037.36	2,152.91	9.929	25,834.92
52	D	1,732.09	1,829.91	1,933.73	2,042.55	2,158.36	9.955	25,900.32
52	E	1,736.45	1,834.55	1,938.64	2,047.73	2,163.82	9.980	25,965.84
52	F	1,740.82	1,839.18	1,943.55	2,052.91	2,169.27	10.005	26,031.24
52	G	1,745.18	1,843.82	1,948.45	2,058.09	2,174.73	10.030	26,096.76
52	H	1,749.55	1,848.45	1,953.36	2,063.27	2,180.18	10.055	26,162.16
52	J	1,753.91	1,853.09	1,958.27	2,068.45	2,185.64	10.080	26,227.68
52	K	1,758.27	1,857.73	1,963.18	2,073.64	2,191.09	10.105	26,293.08
52	L	1,762.64	1,862.36	1,968.09	2,078.82	2,196.55	10.130	26,358.60
53	A	1,767.00	1,867.00	1,973.00	2,084.00	2,202.00	10.155	26,424.00

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
				NOTE 5	1	RATE	RATE	
53	B	1,771.45	1,871.73	1,977.91	2,089.27	2,207.55	10.181	26,490.60
53	C	1,775.91	1,876.45	1,982.82	2,094.55	2,213.09	10.206	26,557.08
53	D	1,780.36	1,881.18	1,987.73	2,099.82	2,218.64	10.232	26,623.68
53	E	1,784.82	1,885.91	1,992.64	2,105.09	2,224.18	10.258	26,690.16
53	F	1,789.27	1,890.64	1,997.55	2,110.36	2,229.73	10.283	26,756.76
53	G	1,793.73	1,895.36	2,002.45	2,115.64	2,235.27	10.309	26,823.24
53	H	1,798.18	1,900.09	2,007.36	2,120.91	2,240.82	10.334	26,889.84
53	J	1,802.64	1,904.82	2,012.27	2,126.18	2,246.36	10.360	26,956.32
53	K	1,807.09	1,909.55	2,017.18	2,131.45	2,251.91	10.386	27,022.92
53	L	1,811.55	1,914.27	2,022.09	2,136.73	2,257.45	10.411	27,089.40
54	A	1,816.00	1,919.00	2,027.00	2,142.00	2,263.00	10.437	27,156.00
54	B	1,820.64	1,923.91	2,032.18	2,147.45	2,268.82	10.463	27,225.84
54	C	1,825.27	1,928.82	2,037.36	2,152.91	2,274.64	10.490	27,295.68
54	D	1,829.91	1,933.73	2,042.55	2,158.36	2,280.45	10.517	27,365.40
54	E	1,834.55	1,938.64	2,047.73	2,163.82	2,286.27	10.543	27,435.24
54	F	1,839.18	1,943.55	2,052.91	2,169.27	2,292.09	10.570	27,505.08
54	G	1,843.82	1,948.45	2,058.09	2,174.73	2,297.91	10.597	27,574.92
54	H	1,848.45	1,953.36	2,063.27	2,180.18	2,303.73	10.623	27,644.76
54	J	1,853.09	1,958.27	2,068.45	2,185.64	2,309.55	10.650	27,714.60
54	K	1,857.73	1,963.18	2,073.64	2,191.09	2,315.36	10.677	27,784.32
54	L	1,862.36	1,968.09	2,078.82	2,196.55	2,321.18	10.703	27,854.16
55	A	1,867.00	1,973.00	2,084.00	2,202.00	2,327.00	10.730	27,924.00
55	B	1,871.73	1,977.91	2,089.27	2,207.55	2,332.82	10.757	27,993.84
55	C	1,876.45	1,982.82	2,094.55	2,213.09	2,338.64	10.784	28,063.68
55	D	1,881.18	1,987.73	2,099.82	2,218.64	2,344.45	10.811	28,133.40
55	E	1,885.91	1,992.64	2,105.09	2,224.18	2,350.27	10.839	28,203.24
55	F	1,890.64	1,997.55	2,110.36	2,229.73	2,356.09	10.866	28,273.08
55	G	1,895.36	2,002.45	2,115.64	2,235.27	2,361.91	10.893	28,342.92

**STANDARDIZED SALARY SCHEDULE TABLE**

S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
		NOTE 4	1	2	HOURLY	ANNUAL		
				NOTE 5	1	RATE	RATE	
55	H	1,900.09	2,007.36	2,120.91	2,240.82	2,367.73	10.920	28,412.76
55	J	1,904.82	2,012.27	2,126.18	2,246.36	2,373.55	10.947	28,482.60
55	K	1,909.55	2,017.18	2,131.45	2,251.91	2,379.36	10.974	28,552.32
55	L	1,914.27	2,022.09	2,136.73	2,257.45	2,385.18	11.002	28,622.16
56	A	1,919.00	2,027.00	2,142.00	2,263.00	2,391.00	11.029	28,692.00
56	B	1,923.91	2,032.18	2,147.45	2,268.82	2,397.00	11.057	28,764.00
56	C	1,928.82	2,037.36	2,152.91	2,274.64	2,403.00	11.085	28,836.00
56	D	1,933.73	2,042.55	2,158.36	2,280.45	2,409.00	11.113	28,908.00
56	E	1,938.64	2,047.73	2,163.82	2,286.27	2,415.00	11.142	28,980.00
56	F	1,943.55	2,052.91	2,169.27	2,292.09	2,421.00	11.170	29,052.00
56	G	1,948.45	2,058.09	2,174.73	2,297.91	2,427.00	11.198	29,124.00
56	H	1,953.36	2,063.27	2,180.18	2,303.73	2,433.00	11.226	29,196.00
56	J	1,958.27	2,068.45	2,185.64	2,309.55	2,439.00	11.254	29,268.00
56	K	1,963.18	2,073.64	2,191.09	2,315.36	2,445.00	11.283	29,340.00
56	L	1,968.09	2,078.82	2,196.55	2,321.18	2,451.00	11.311	29,412.00
57	A	1,973.00	2,084.00	2,202.00	2,327.00	2,457.00	11.339	29,484.00
57	B	1,977.91	2,089.27	2,207.55	2,332.82	2,463.00	11.367	29,556.00
57	C	1,982.82	2,094.55	2,213.09	2,338.64	2,469.00	11.396	29,628.00
57	D	1,987.73	2,099.82	2,218.64	2,344.45	2,475.00	11.424	29,700.00
57	E	1,992.64	2,105.09	2,224.18	2,350.27	2,481.00	11.452	29,772.00
57	F	1,997.55	2,110.36	2,229.73	2,356.09	2,487.00	11.480	29,844.00
57	G	2,002.45	2,115.64	2,235.27	2,361.91	2,493.00	11.508	29,916.00
57	H	2,007.36	2,120.91	2,240.82	2,367.73	2,499.00	11.537	29,988.00
57	J	2,012.27	2,126.18	2,246.36	2,373.55	2,505.00	11.565	30,060.00
57	K	2,017.18	2,131.45	2,251.91	2,379.36	2,511.00	11.593	30,132.00
57	L	2,022.09	2,136.73	2,257.45	2,385.18	2,517.00	11.621	30,204.00
58	A	2,027.00	2,142.00	2,263.00	2,391.00	2,523.00	11.649	30,276.00
58	B	2,032.18	2,147.45	2,268.82	2,397.00	2,529.27	11.679	30,351.24

**STANDARDIZED SALARY SCHEDULE TABLE**

<b>S C H E D U L E</b>	<b>L E V E L</b>	<b>MONTHLY STEP RATES</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>		
		<b>NOTE 2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>FIRST</b>	<b>TOP</b>
			<b>NOTE 3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>STEP</b>	<b>STEP</b>
				<b>NOTE 4</b>	<b>1</b>	<b>2</b>	<b>HOURLY</b>	<b>ANNUAL</b>
				<b>NOTE 5</b>	<b>1</b>	<b>RATE</b>	<b>RATE</b>	
58	C	2,037.36	2,152.91	2,274.64	2,403.00	2,535.55	11.709	30,426.60
58	D	2,042.55	2,158.36	2,280.45	2,409.00	2,541.82	11.739	30,501.84
58	E	2,047.73	2,163.82	2,286.27	2,415.00	2,548.09	11.769	30,577.08
58	F	2,052.91	2,169.27	2,292.09	2,421.00	2,554.36	11.798	30,652.32
58	G	2,058.09	2,174.73	2,297.91	2,427.00	2,560.64	11.828	30,727.68
58	H	2,063.27	2,180.18	2,303.73	2,433.00	2,566.91	11.858	30,802.92
58	J	2,068.45	2,185.64	2,309.55	2,439.00	2,573.18	11.888	30,878.16
58	K	2,073.64	2,191.09	2,315.36	2,445.00	2,579.45	11.917	30,953.40
58	L	2,078.82	2,196.55	2,321.18	2,451.00	2,585.73	11.947	31,028.76
59	A	2,084.00	2,202.00	2,327.00	2,457.00	2,592.00	11.977	31,104.00
59	B	2,089.27	2,207.55	2,332.82	2,463.00	2,598.36	12.007	31,180.32
59	C	2,094.55	2,213.09	2,338.64	2,469.00	2,604.73	12.038	31,256.76
59	D	2,099.82	2,218.64	2,344.45	2,475.00	2,611.09	12.068	31,333.08
59	E	2,105.09	2,224.18	2,350.27	2,481.00	2,617.45	12.098	31,409.40
59	F	2,110.36	2,229.73	2,356.09	2,487.00	2,623.82	12.129	31,485.84
59	G	2,115.64	2,235.27	2,361.91	2,493.00	2,630.18	12.159	31,562.16
59	H	2,120.91	2,240.82	2,367.73	2,499.00	2,636.55	12.189	31,638.60
59	J	2,126.18	2,246.36	2,373.55	2,505.00	2,642.91	12.219	31,714.92
59	K	2,131.45	2,251.91	2,379.36	2,511.00	2,649.27	12.250	31,791.24
59	L	2,136.73	2,257.45	2,385.18	2,517.00	2,655.64	12.280	31,867.68
60	A	2,142.00	2,263.00	2,391.00	2,523.00	2,662.00	12.310	31,944.00
60	B	2,147.45	2,268.82	2,397.00	2,529.27	2,668.64	12.342	32,023.68
60	C	2,152.91	2,274.64	2,403.00	2,535.55	2,675.27	12.373	32,103.24
60	D	2,158.36	2,280.45	2,409.00	2,541.82	2,681.91	12.404	32,182.92
60	E	2,163.82	2,286.27	2,415.00	2,548.09	2,688.55	12.436	32,262.60
60	F	2,169.27	2,292.09	2,421.00	2,554.36	2,695.18	12.467	32,342.16
60	G	2,174.73	2,297.91	2,427.00	2,560.64	2,701.82	12.498	32,421.84
60	H	2,180.18	2,303.73	2,433.00	2,566.91	2,708.45	12.530	32,501.40

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
60	J	2,185.64	2,309.55	2,439.00	2,573.18	2,715.09	12.561	32,581.08
60	K	2,191.09	2,315.36	2,445.00	2,579.45	2,721.73	12.592	32,660.76
60	L	2,196.55	2,321.18	2,451.00	2,585.73	2,728.36	12.624	32,740.32
61	A	2,202.00	2,327.00	2,457.00	2,592.00	2,735.00	12.655	32,820.00
61	B	2,207.55	2,332.82	2,463.00	2,598.36	2,741.64	12.687	32,899.68
61	C	2,213.09	2,338.64	2,469.00	2,604.73	2,748.27	12.719	32,979.24
61	D	2,218.64	2,344.45	2,475.00	2,611.09	2,754.91	12.751	33,058.92
61	E	2,224.18	2,350.27	2,481.00	2,617.45	2,761.55	12.783	33,138.60
61	F	2,229.73	2,356.09	2,487.00	2,623.82	2,768.18	12.815	33,218.16
61	G	2,235.27	2,361.91	2,493.00	2,630.18	2,774.82	12.846	33,297.84
61	H	2,240.82	2,367.73	2,499.00	2,636.55	2,781.45	12.878	33,377.40
61	J	2,246.36	2,373.55	2,505.00	2,642.91	2,788.09	12.910	33,457.08
61	K	2,251.91	2,379.36	2,511.00	2,649.27	2,794.73	12.942	33,536.76
61	L	2,257.45	2,385.18	2,517.00	2,655.64	2,801.36	12.974	33,616.32
62	A	2,263.00	2,391.00	2,523.00	2,662.00	2,808.00	13.006	33,696.00
62	B	2,268.82	2,397.00	2,529.27	2,668.64	2,815.00	13.039	33,780.00
62	C	2,274.64	2,403.00	2,535.55	2,675.27	2,822.00	13.073	33,864.00
62	D	2,280.45	2,409.00	2,541.82	2,681.91	2,829.00	13.106	33,948.00
62	E	2,286.27	2,415.00	2,548.09	2,688.55	2,836.00	13.139	34,032.00
62	F	2,292.09	2,421.00	2,554.36	2,695.18	2,843.00	13.173	34,116.00
62	G	2,297.91	2,427.00	2,560.64	2,701.82	2,850.00	13.206	34,200.00
62	H	2,303.73	2,433.00	2,566.91	2,708.45	2,857.00	13.240	34,284.00
62	J	2,309.55	2,439.00	2,573.18	2,715.09	2,864.00	13.273	34,368.00
62	K	2,315.36	2,445.00	2,579.45	2,721.73	2,871.00	13.307	34,452.00
62	L	2,321.18	2,451.00	2,585.73	2,728.36	2,878.00	13.340	34,536.00
63	A	2,327.00	2,457.00	2,592.00	2,735.00	2,885.00	13.374	34,620.00
63	B	2,332.82	2,463.00	2,598.36	2,741.64	2,892.00	13.407	34,704.00
63	C	2,338.64	2,469.00	2,604.73	2,748.27	2,899.00	13.440	34,788.00

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
				NOTE 5	1	RATE	RATE	
63	D	2,344.45	2,475.00	2,611.09	2,754.91	2,906.00	13.474	34,872.00
63	E	2,350.27	2,481.00	2,617.45	2,761.55	2,913.00	13.507	34,956.00
63	F	2,356.09	2,487.00	2,623.82	2,768.18	2,920.00	13.541	35,040.00
63	G	2,361.91	2,493.00	2,630.18	2,774.82	2,927.00	13.574	35,124.00
63	H	2,367.73	2,499.00	2,636.55	2,781.45	2,934.00	13.608	35,208.00
63	J	2,373.55	2,505.00	2,642.91	2,788.09	2,941.00	13.641	35,292.00
63	K	2,379.36	2,511.00	2,649.27	2,794.73	2,948.00	13.674	35,376.00
63	L	2,385.18	2,517.00	2,655.64	2,801.36	2,955.00	13.708	35,460.00
64	A	2,391.00	2,523.00	2,662.00	2,808.00	2,962.00	13.741	35,544.00
64	B	2,397.00	2,529.27	2,668.64	2,815.00	2,969.36	13.776	35,632.32
64	C	2,403.00	2,535.55	2,675.27	2,822.00	2,976.73	13.810	35,720.76
64	D	2,409.00	2,541.82	2,681.91	2,829.00	2,984.09	13.845	35,809.08
64	E	2,415.00	2,548.09	2,688.55	2,836.00	2,991.45	13.879	35,897.40
64	F	2,421.00	2,554.36	2,695.18	2,843.00	2,998.82	13.914	35,985.84
64	G	2,427.00	2,560.64	2,701.82	2,850.00	3,006.18	13.948	36,074.16
64	H	2,433.00	2,566.91	2,708.45	2,857.00	3,013.55	13.983	36,162.60
64	J	2,439.00	2,573.18	2,715.09	2,864.00	3,020.91	14.017	36,250.92
64	K	2,445.00	2,579.45	2,721.73	2,871.00	3,028.27	14.052	36,339.24
64	L	2,451.00	2,585.73	2,728.36	2,878.00	3,035.64	14.086	36,427.68
65	A	2,457.00	2,592.00	2,735.00	2,885.00	3,043.00	14.121	36,516.00
65	B	2,463.00	2,598.36	2,741.64	2,892.00	3,050.45	14.155	36,605.40
65	C	2,469.00	2,604.73	2,748.27	2,899.00	3,057.91	14.190	36,694.92
65	D	2,475.00	2,611.09	2,754.91	2,906.00	3,065.36	14.224	36,784.32
65	E	2,481.00	2,617.45	2,761.55	2,913.00	3,072.82	14.259	36,873.84
65	F	2,487.00	2,623.82	2,768.18	2,920.00	3,080.27	14.293	36,963.24
65	G	2,493.00	2,630.18	2,774.82	2,927.00	3,087.73	14.328	37,052.76
65	H	2,499.00	2,636.55	2,781.45	2,934.00	3,095.18	14.362	37,142.16
65	J	2,505.00	2,642.91	2,788.09	2,941.00	3,102.64	14.397	37,231.68

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
		NOTE 4	1	2	HOURLY	ANNUAL		
			NOTE 5	1	RATE	RATE		
65	K	2,511.00	2,649.27	2,794.73	2,948.00	3,110.09	14.431	37,321.08
65	L	2,517.00	2,655.64	2,801.36	2,955.00	3,117.55	14.466	37,410.60
66	A	2,523.00	2,662.00	2,808.00	2,962.00	3,125.00	14.500	37,500.00
66	B	2,529.27	2,668.64	2,815.00	2,969.36	3,132.73	14.536	37,592.76
66	C	2,535.55	2,675.27	2,822.00	2,976.73	3,140.45	14.572	37,685.40
66	D	2,541.82	2,681.91	2,829.00	2,984.09	3,148.18	14.608	37,778.16
66	E	2,548.09	2,688.55	2,836.00	2,991.45	3,155.91	14.644	37,870.92
66	F	2,554.36	2,695.18	2,843.00	2,998.82	3,163.64	14.680	37,963.68
66	G	2,560.64	2,701.82	2,850.00	3,006.18	3,171.36	14.716	38,056.32
66	H	2,566.91	2,708.45	2,857.00	3,013.55	3,179.09	14.752	38,149.08
66	J	2,573.18	2,715.09	2,864.00	3,020.91	3,186.82	14.788	38,241.84
66	K	2,579.45	2,721.73	2,871.00	3,028.27	3,194.55	14.824	38,334.60
66	L	2,585.73	2,728.36	2,878.00	3,035.64	3,202.27	14.861	38,427.24
67	A	2,592.00	2,735.00	2,885.00	3,043.00	3,210.00	14.897	38,520.00
67	B	2,598.36	2,741.64	2,892.00	3,050.45	3,217.91	14.933	38,614.92
67	C	2,604.73	2,748.27	2,899.00	3,057.91	3,225.82	14.970	38,709.84
67	D	2,611.09	2,754.91	2,906.00	3,065.36	3,233.73	15.006	38,804.76
67	E	2,617.45	2,761.55	2,913.00	3,072.82	3,241.64	15.043	38,899.68
67	F	2,623.82	2,768.18	2,920.00	3,080.27	3,249.55	15.079	38,994.60
67	G	2,630.18	2,774.82	2,927.00	3,087.73	3,257.45	15.116	39,089.40
67	H	2,636.55	2,781.45	2,934.00	3,095.18	3,265.36	15.153	39,184.32
67	J	2,642.91	2,788.09	2,941.00	3,102.64	3,273.27	15.189	39,279.24
67	K	2,649.27	2,794.73	2,948.00	3,110.09	3,281.18	15.226	39,374.16
67	L	2,655.64	2,801.36	2,955.00	3,117.55	3,289.09	15.262	39,469.08
68	A	2,662.00	2,808.00	2,962.00	3,125.00	3,297.00	15.299	39,564.00
68	B	2,668.64	2,815.00	2,969.36	3,132.73	3,305.18	15.337	39,662.16
68	C	2,675.27	2,822.00	2,976.73	3,140.45	3,313.36	15.375	39,760.32
68	D	2,681.91	2,829.00	2,984.09	3,148.18	3,321.55	15.413	39,858.60

**STANDARDIZED SALARY SCHEDULE TABLE**

<b>S C H E D U L E</b>	<b>L E V E L</b>	<b>MONTHLY STEP RATES</b>							
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>			
		<b>NOTE 2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>FIRST</b>	<b>TOP</b>	
			<b>NOTE 3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>STEP</b>	<b>STEP</b>	
				<b>NOTE 4</b>	<b>1</b>	<b>2</b>	<b>HOURLY</b>	<b>ANNUAL</b>	
				<b>NOTE 5</b>	<b>1</b>	<b>RATE</b>	<b>RATE</b>		
68	E	2,688.55	2,836.00	2,991.45	3,155.91	3,329.73	15.451	39,956.76	
68	F	2,695.18	2,843.00	2,998.82	3,163.64	3,337.91	15.490	40,054.92	
68	G	2,701.82	2,850.00	3,006.18	3,171.36	3,346.09	15.528	40,153.08	
68	H	2,708.45	2,857.00	3,013.55	3,179.09	3,354.27	15.566	40,251.24	
68	J	2,715.09	2,864.00	3,020.91	3,186.82	3,362.45	15.604	40,349.40	
68	K	2,721.73	2,871.00	3,028.27	3,194.55	3,370.64	15.642	40,447.68	
68	L	2,728.36	2,878.00	3,035.64	3,202.27	3,378.82	15.680	40,545.84	
69	A	2,735.00	2,885.00	3,043.00	3,210.00	3,387.00	15.718	40,644.00	
69	B	2,741.64	2,892.00	3,050.45	3,217.91	3,395.27	15.757	40,743.24	
69	C	2,748.27	2,899.00	3,057.91	3,225.82	3,403.55	15.795	40,842.60	
69	D	2,754.91	2,906.00	3,065.36	3,233.73	3,411.82	15.833	40,941.84	
69	E	2,761.55	2,913.00	3,072.82	3,241.64	3,420.09	15.871	41,041.08	
69	F	2,768.18	2,920.00	3,080.27	3,249.55	3,428.36	15.909	41,140.32	
69	G	2,774.82	2,927.00	3,087.73	3,257.45	3,436.64	15.947	41,239.68	
69	H	2,781.45	2,934.00	3,095.18	3,265.36	3,444.91	15.985	41,338.92	
69	J	2,788.09	2,941.00	3,102.64	3,273.27	3,453.18	16.024	41,438.16	
69	K	2,794.73	2,948.00	3,110.09	3,281.18	3,461.45	16.062	41,537.40	
69	L	2,801.36	2,955.00	3,117.55	3,289.09	3,469.73	16.100	41,636.76	
70	A	2,808.00	2,962.00	3,125.00	3,297.00	3,478.00	16.138	41,736.00	
70	B	2,815.00	2,969.36	3,132.73	3,305.18	3,486.64	16.178	41,839.68	
70	C	2,822.00	2,976.73	3,140.45	3,313.36	3,495.27	16.218	41,943.24	
70	D	2,829.00	2,984.09	3,148.18	3,321.55	3,503.91	16.259	42,046.92	
70	E	2,836.00	2,991.45	3,155.91	3,329.73	3,512.55	16.299	42,150.60	
70	F	2,843.00	2,998.82	3,163.64	3,337.91	3,521.18	16.339	42,254.16	
70	G	2,850.00	3,006.18	3,171.36	3,346.09	3,529.82	16.379	42,357.84	
70	H	2,857.00	3,013.55	3,179.09	3,354.27	3,538.45	16.420	42,461.40	
70	J	2,864.00	3,020.91	3,186.82	3,362.45	3,547.09	16.460	42,565.08	
70	K	2,871.00	3,028.27	3,194.55	3,370.64	3,555.73	16.500	42,668.76	

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
70	L	2,878.00	3,035.64	3,202.27	3,378.82	3,564.36	16.540	42,772.32
71	A	2,885.00	3,043.00	3,210.00	3,387.00	3,573.00	16.580	42,876.00
71	B	2,892.00	3,050.45	3,217.91	3,395.27	3,581.73	16.621	42,980.76
71	C	2,899.00	3,057.91	3,225.82	3,403.55	3,590.45	16.661	43,085.40
71	D	2,906.00	3,065.36	3,233.73	3,411.82	3,599.18	16.701	43,190.16
71	E	2,913.00	3,072.82	3,241.64	3,420.09	3,607.91	16.741	43,294.92
71	F	2,920.00	3,080.27	3,249.55	3,428.36	3,616.64	16.782	43,399.68
71	G	2,927.00	3,087.73	3,257.45	3,436.64	3,625.36	16.822	43,504.32
71	H	2,934.00	3,095.18	3,265.36	3,444.91	3,634.09	16.862	43,609.08
71	J	2,941.00	3,102.64	3,273.27	3,453.18	3,642.82	16.902	43,713.84
71	K	2,948.00	3,110.09	3,281.18	3,461.45	3,651.55	16.943	43,818.60
71	L	2,955.00	3,117.55	3,289.09	3,469.73	3,660.27	16.983	43,923.24
72	A	2,962.00	3,125.00	3,297.00	3,478.00	3,669.00	17.023	44,028.00
72	B	2,969.36	3,132.73	3,305.18	3,486.64	3,678.18	17.065	44,138.16
72	C	2,976.73	3,140.45	3,313.36	3,495.27	3,687.36	17.108	44,248.32
72	D	2,984.09	3,148.18	3,321.55	3,503.91	3,696.55	17.150	44,358.60
72	E	2,991.45	3,155.91	3,329.73	3,512.55	3,705.73	17.192	44,468.76
72	F	2,998.82	3,163.64	3,337.91	3,521.18	3,714.91	17.235	44,578.92
72	G	3,006.18	3,171.36	3,346.09	3,529.82	3,724.09	17.277	44,689.08
72	H	3,013.55	3,179.09	3,354.27	3,538.45	3,733.27	17.319	44,799.24
72	J	3,020.91	3,186.82	3,362.45	3,547.09	3,742.45	17.362	44,909.40
72	K	3,028.27	3,194.55	3,370.64	3,555.73	3,751.64	17.404	45,019.68
72	L	3,035.64	3,202.27	3,378.82	3,564.36	3,760.82	17.446	45,129.84
73	A	3,043.00	3,210.00	3,387.00	3,573.00	3,770.00	17.489	45,240.00
73	B	3,050.45	3,217.91	3,395.27	3,581.73	3,779.27	17.531	45,351.24
73	C	3,057.91	3,225.82	3,403.55	3,590.45	3,788.55	17.574	45,462.60
73	D	3,065.36	3,233.73	3,411.82	3,599.18	3,797.82	17.617	45,573.84
73	E	3,072.82	3,241.64	3,420.09	3,607.91	3,807.09	17.660	45,685.08

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
73	F	3,080.27	3,249.55	3,428.36	3,616.64	3,816.36	17.703	45,796.32
73	G	3,087.73	3,257.45	3,436.64	3,625.36	3,825.64	17.746	45,907.68
73	H	3,095.18	3,265.36	3,444.91	3,634.09	3,834.91	17.788	46,018.92
73	J	3,102.64	3,273.27	3,453.18	3,642.82	3,844.18	17.831	46,130.16
73	K	3,110.09	3,281.18	3,461.45	3,651.55	3,853.45	17.874	46,241.40
73	L	3,117.55	3,289.09	3,469.73	3,660.27	3,862.73	17.917	46,352.76
74	A	3,125.00	3,297.00	3,478.00	3,669.00	3,872.00	17.960	46,464.00
74	B	3,132.73	3,305.18	3,486.64	3,678.18	3,881.55	18.004	46,578.60
74	C	3,140.45	3,313.36	3,495.27	3,687.36	3,891.09	18.049	46,693.08
74	D	3,148.18	3,321.55	3,503.91	3,696.55	3,900.64	18.093	46,807.68
74	E	3,155.91	3,329.73	3,512.55	3,705.73	3,910.18	18.137	46,922.16
74	F	3,163.64	3,337.91	3,521.18	3,714.91	3,919.73	18.182	47,036.76
74	G	3,171.36	3,346.09	3,529.82	3,724.09	3,929.27	18.226	47,151.24
74	H	3,179.09	3,354.27	3,538.45	3,733.27	3,938.82	18.271	47,265.84
74	J	3,186.82	3,362.45	3,547.09	3,742.45	3,948.36	18.315	47,380.32
74	K	3,194.55	3,370.64	3,555.73	3,751.64	3,957.91	18.359	47,494.92
74	L	3,202.27	3,378.82	3,564.36	3,760.82	3,967.45	18.404	47,609.40
75	A	3,210.00	3,387.00	3,573.00	3,770.00	3,977.00	18.448	47,724.00
75	B	3,217.91	3,395.27	3,581.73	3,779.27	3,986.91	18.494	47,842.92
75	C	3,225.82	3,403.55	3,590.45	3,788.55	3,996.82	18.539	47,961.84
75	D	3,233.73	3,411.82	3,599.18	3,797.82	4,006.73	18.585	48,080.76
75	E	3,241.64	3,420.09	3,607.91	3,807.09	4,016.64	18.630	48,199.68
75	F	3,249.55	3,428.36	3,616.64	3,816.36	4,026.55	18.676	48,318.60
75	G	3,257.45	3,436.64	3,625.36	3,825.64	4,036.45	18.721	48,437.40
75	H	3,265.36	3,444.91	3,634.09	3,834.91	4,046.36	18.766	48,556.32
75	J	3,273.27	3,453.18	3,642.82	3,844.18	4,056.27	18.812	48,675.24
75	K	3,281.18	3,461.45	3,651.55	3,853.45	4,066.18	18.857	48,794.16

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
75	L	3,289.09	3,469.73	3,660.27	3,862.73	4,076.09	18.903	48,913.08
76	A	3,297.00	3,478.00	3,669.00	3,872.00	4,086.00	18.948	49,032.00
76	B	3,305.18	3,486.64	3,678.18	3,881.55	4,096.18	18.995	49,154.16
76	C	3,313.36	3,495.27	3,687.36	3,891.09	4,106.36	19.042	49,276.32
76	D	3,321.55	3,503.91	3,696.55	3,900.64	4,116.55	19.089	49,398.60
76	E	3,329.73	3,512.55	3,705.73	3,910.18	4,126.73	19.136	49,520.76
76	F	3,337.91	3,521.18	3,714.91	3,919.73	4,136.91	19.183	49,642.92
76	G	3,346.09	3,529.82	3,724.09	3,929.27	4,147.09	19.230	49,765.08
76	H	3,354.27	3,538.45	3,733.27	3,938.82	4,157.27	19.277	49,887.24
76	J	3,362.45	3,547.09	3,742.45	3,948.36	4,167.45	19.324	50,009.40
76	K	3,370.64	3,555.73	3,751.64	3,957.91	4,177.64	19.371	50,131.68
76	L	3,378.82	3,564.36	3,760.82	3,967.45	4,187.82	19.419	50,253.84
77	A	3,387.00	3,573.00	3,770.00	3,977.00	4,198.00	19.466	50,376.00
77	B	3,395.27	3,581.73	3,779.27	3,986.91	4,208.45	19.513	50,501.40
77	C	3,403.55	3,590.45	3,788.55	3,996.82	4,218.91	19.561	50,626.92
77	D	3,411.82	3,599.18	3,797.82	4,006.73	4,229.36	19.608	50,752.32
77	E	3,420.09	3,607.91	3,807.09	4,016.64	4,239.82	19.656	50,877.84
77	F	3,428.36	3,616.64	3,816.36	4,026.55	4,250.27	19.703	51,003.24
77	G	3,436.64	3,625.36	3,825.64	4,036.45	4,260.73	19.751	51,128.76
77	H	3,444.91	3,634.09	3,834.91	4,046.36	4,271.18	19.798	51,254.16
77	J	3,453.18	3,642.82	3,844.18	4,056.27	4,281.64	19.846	51,379.68
77	K	3,461.45	3,651.55	3,853.45	4,066.18	4,292.09	19.893	51,505.08
77	L	3,469.73	3,660.27	3,862.73	4,076.09	4,302.55	19.941	51,630.60
78	A	3,478.00	3,669.00	3,872.00	4,086.00	4,313.00	19.989	51,756.00
78	B	3,486.64	3,678.18	3,881.55	4,096.18	4,323.82	20.038	51,885.84
78	C	3,495.27	3,687.36	3,891.09	4,106.36	4,334.64	20.088	52,015.68
78	D	3,503.91	3,696.55	3,900.64	4,116.55	4,345.45	20.137	52,145.40

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
				NOTE 5	1	RATE	RATE	
78	E	3,512.55	3,705.73	3,910.18	4,126.73	4,356.27	20.187	52,275.24
78	F	3,521.18	3,714.91	3,919.73	4,136.91	4,367.09	20.237	52,405.08
78	G	3,529.82	3,724.09	3,929.27	4,147.09	4,377.91	20.286	52,534.92
78	H	3,538.45	3,733.27	3,938.82	4,157.27	4,388.73	20.336	52,664.76
78	J	3,547.09	3,742.45	3,948.36	4,167.45	4,399.55	20.386	52,794.60
78	K	3,555.73	3,751.64	3,957.91	4,177.64	4,410.36	20.435	52,924.32
78	L	3,564.36	3,760.82	3,967.45	4,187.82	4,421.18	20.485	53,054.16
79	A	3,573.00	3,770.00	3,977.00	4,198.00	4,432.00	20.534	53,184.00
79	B	3,581.73	3,779.27	3,986.91	4,208.45	4,443.09	20.585	53,317.08
79	C	3,590.45	3,788.55	3,996.82	4,218.91	4,454.18	20.635	53,450.16
79	D	3,599.18	3,797.82	4,006.73	4,229.36	4,465.27	20.685	53,583.24
79	E	3,607.91	3,807.09	4,016.64	4,239.82	4,476.36	20.735	53,716.32
79	F	3,616.64	3,816.36	4,026.55	4,250.27	4,487.45	20.785	53,849.40
79	G	3,625.36	3,825.64	4,036.45	4,260.73	4,498.55	20.835	53,982.60
79	H	3,634.09	3,834.91	4,046.36	4,271.18	4,509.64	20.886	54,115.68
79	J	3,642.82	3,844.18	4,056.27	4,281.64	4,520.73	20.936	54,248.76
79	K	3,651.55	3,853.45	4,066.18	4,292.09	4,531.82	20.986	54,381.84
79	L	3,660.27	3,862.73	4,076.09	4,302.55	4,542.91	21.036	54,514.92
80	A	3,669.00	3,872.00	4,086.00	4,313.00	4,554.00	21.086	54,648.00
80	B	3,678.18	3,881.55	4,096.18	4,323.82	4,565.36	21.139	54,784.32
80	C	3,687.36	3,891.09	4,106.36	4,334.64	4,576.73	21.192	54,920.76
80	D	3,696.55	3,900.64	4,116.55	4,345.45	4,588.09	21.245	55,057.08
80	E	3,705.73	3,910.18	4,126.73	4,356.27	4,599.45	21.297	55,193.40
80	F	3,714.91	3,919.73	4,136.91	4,367.09	4,610.82	21.350	55,329.84
80	G	3,724.09	3,929.27	4,147.09	4,377.91	4,622.18	21.403	55,466.16
80	H	3,733.27	3,938.82	4,157.27	4,388.73	4,633.55	21.456	55,602.60
80	J	3,742.45	3,948.36	4,167.45	4,399.55	4,644.91	21.508	55,738.92
80	K	3,751.64	3,957.91	4,177.64	4,410.36	4,656.27	21.561	55,875.24

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
80	L	3,760.82	3,967.45	4,187.82	4,421.18	4,667.64	21.614	56,011.68
81	A	3,770.00	3,977.00	4,198.00	4,432.00	4,679.00	21.667	56,148.00
81	B	3,779.27	3,986.91	4,208.45	4,443.09	4,690.73	21.720	56,288.76
81	C	3,788.55	3,996.82	4,218.91	4,454.18	4,702.45	21.773	56,429.40
81	D	3,797.82	4,006.73	4,229.36	4,465.27	4,714.18	21.827	56,570.16
81	E	3,807.09	4,016.64	4,239.82	4,476.36	4,725.91	21.880	56,710.92
81	F	3,816.36	4,026.55	4,250.27	4,487.45	4,737.64	21.933	56,851.68
81	G	3,825.64	4,036.45	4,260.73	4,498.55	4,749.36	21.986	56,992.32
81	H	3,834.91	4,046.36	4,271.18	4,509.64	4,761.09	22.040	57,133.08
81	J	3,844.18	4,056.27	4,281.64	4,520.73	4,772.82	22.093	57,273.84
81	K	3,853.45	4,066.18	4,292.09	4,531.82	4,784.55	22.146	57,414.60
81	L	3,862.73	4,076.09	4,302.55	4,542.91	4,796.27	22.200	57,555.24
82	A	3,872.00	4,086.00	4,313.00	4,554.00	4,808.00	22.253	57,696.00
82	B	3,881.55	4,096.18	4,323.82	4,565.36	4,820.00	22.308	57,840.00
82	C	3,891.09	4,106.36	4,334.64	4,576.73	4,832.00	22.363	57,984.00
82	D	3,900.64	4,116.55	4,345.45	4,588.09	4,844.00	22.417	58,128.00
82	E	3,910.18	4,126.73	4,356.27	4,599.45	4,856.00	22.472	58,272.00
82	F	3,919.73	4,136.91	4,367.09	4,610.82	4,868.00	22.527	58,416.00
82	G	3,929.27	4,147.09	4,377.91	4,622.18	4,880.00	22.582	58,560.00
82	H	3,938.82	4,157.27	4,388.73	4,633.55	4,892.00	22.637	58,704.00
82	J	3,948.36	4,167.45	4,399.55	4,644.91	4,904.00	22.692	58,848.00
82	K	3,957.91	4,177.64	4,410.36	4,656.27	4,916.00	22.747	58,992.00
82	L	3,967.45	4,187.82	4,421.18	4,667.64	4,928.00	22.801	59,136.00
83	A	3,977.00	4,198.00	4,432.00	4,679.00	4,940.00	22.856	59,280.00
83	B	3,986.91	4,208.45	4,443.09	4,690.73	4,952.36	22.913	59,428.32
83	C	3,996.82	4,218.91	4,454.18	4,702.45	4,964.73	22.970	59,576.76
83	D	4,006.73	4,229.36	4,465.27	4,714.18	4,977.09	23.027	59,725.08
83	E	4,016.64	4,239.82	4,476.36	4,725.91	4,989.45	23.084	59,873.40

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
				NOTE 5	1	RATE	RATE	
83	F	4,026.55	4,250.27	4,487.45	4,737.64	5,001.82	23.141	60,021.84
83	G	4,036.45	4,260.73	4,498.55	4,749.36	5,014.18	23.198	60,170.16
83	H	4,046.36	4,271.18	4,509.64	4,761.09	5,026.55	23.255	60,318.60
83	J	4,056.27	4,281.64	4,520.73	4,772.82	5,038.91	23.312	60,466.92
83	K	4,066.18	4,292.09	4,531.82	4,784.55	5,051.27	23.369	60,615.24
83	L	4,076.09	4,302.55	4,542.91	4,796.27	5,063.64	23.426	60,763.68
84	A	4,086.00	4,313.00	4,554.00	4,808.00	5,076.00	23.483	60,912.00
84	B	4,096.18	4,323.82	4,565.36	4,820.00	5,088.73	23.541	61,064.76
84	C	4,106.36	4,334.64	4,576.73	4,832.00	5,101.45	23.600	61,217.40
84	D	4,116.55	4,345.45	4,588.09	4,844.00	5,114.18	23.658	61,370.16
84	E	4,126.73	4,356.27	4,599.45	4,856.00	5,126.91	23.717	61,522.92
84	F	4,136.91	4,367.09	4,610.82	4,868.00	5,139.64	23.775	61,675.68
84	G	4,147.09	4,377.91	4,622.18	4,880.00	5,152.36	23.834	61,828.32
84	H	4,157.27	4,388.73	4,633.55	4,892.00	5,165.09	23.892	61,981.08
84	J	4,167.45	4,399.55	4,644.91	4,904.00	5,177.82	23.951	62,133.84
84	K	4,177.64	4,410.36	4,656.27	4,916.00	5,190.55	24.009	62,286.60
84	L	4,187.82	4,421.18	4,667.64	4,928.00	5,203.27	24.068	62,439.24
85	A	4,198.00	4,432.00	4,679.00	4,940.00	5,216.00	24.126	62,592.00
85	B	4,208.45	4,443.09	4,690.73	4,952.36	5,229.00	24.186	62,748.00
85	C	4,218.91	4,454.18	4,702.45	4,964.73	5,242.00	24.247	62,904.00
85	D	4,229.36	4,465.27	4,714.18	4,977.09	5,255.00	24.307	63,060.00
85	E	4,239.82	4,476.36	4,725.91	4,989.45	5,268.00	24.367	63,216.00
85	F	4,250.27	4,487.45	4,737.64	5,001.82	5,281.00	24.427	63,372.00
85	G	4,260.73	4,498.55	4,749.36	5,014.18	5,294.00	24.487	63,528.00
85	H	4,271.18	4,509.64	4,761.09	5,026.55	5,307.00	24.547	63,684.00
85	J	4,281.64	4,520.73	4,772.82	5,038.91	5,320.00	24.607	63,840.00
85	K	4,292.09	4,531.82	4,784.55	5,051.27	5,333.00	24.667	63,996.00
85	L	4,302.55	4,542.91	4,796.27	5,063.64	5,346.00	24.727	64,152.00

**STANDARDIZED SALARY SCHEDULE TABLE**

<b>S C H E D U L E</b>	<b>L E V E L</b>	<b>MONTHLY STEP RATES</b>							
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>			
		<b>NOTE 2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>FIRST</b>	<b>TOP</b>	
			<b>NOTE 3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>STEP</b>	<b>STEP</b>	
				<b>NOTE 4</b>	<b>1</b>	<b>2</b>	<b>HOURLY</b>	<b>ANNUAL</b>	
				<b>NOTE 5</b>	<b>1</b>	<b>RATE</b>	<b>RATE</b>		
86	A	4,313.00	4,554.00	4,808.00	5,076.00	5,359.00	24.787	64,308.00	
86	B	4,323.82	4,565.36	4,820.00	5,088.73	5,372.36	24.850	64,468.32	
86	C	4,334.64	4,576.73	4,832.00	5,101.45	5,385.73	24.912	64,628.76	
86	D	4,345.45	4,588.09	4,844.00	5,114.18	5,399.09	24.974	64,789.08	
86	E	4,356.27	4,599.45	4,856.00	5,126.91	5,412.45	25.036	64,949.40	
86	F	4,367.09	4,610.82	4,868.00	5,139.64	5,425.82	25.098	65,109.84	
86	G	4,377.91	4,622.18	4,880.00	5,152.36	5,439.18	25.160	65,270.16	
86	H	4,388.73	4,633.55	4,892.00	5,165.09	5,452.55	25.223	65,430.60	
86	J	4,399.55	4,644.91	4,904.00	5,177.82	5,465.91	25.285	65,590.92	
86	K	4,410.36	4,656.27	4,916.00	5,190.55	5,479.27	25.347	65,751.24	
86	L	4,421.18	4,667.64	4,928.00	5,203.27	5,492.64	25.409	65,911.68	
87	A	4,432.00	4,679.00	4,940.00	5,216.00	5,506.00	25.471	66,072.00	
87	B	4,443.09	4,690.73	4,952.36	5,229.00	5,519.73	25.535	66,236.76	
87	C	4,454.18	4,702.45	4,964.73	5,242.00	5,533.45	25.599	66,401.40	
87	D	4,465.27	4,714.18	4,977.09	5,255.00	5,547.18	25.662	66,566.16	
87	E	4,476.36	4,725.91	4,989.45	5,268.00	5,560.91	25.726	66,730.92	
87	F	4,487.45	4,737.64	5,001.82	5,281.00	5,574.64	25.790	66,895.68	
87	G	4,498.55	4,749.36	5,014.18	5,294.00	5,588.36	25.854	67,060.32	
87	H	4,509.64	4,761.09	5,026.55	5,307.00	5,602.09	25.917	67,225.08	
87	J	4,520.73	4,772.82	5,038.91	5,320.00	5,615.82	25.981	67,389.84	
87	K	4,531.82	4,784.55	5,051.27	5,333.00	5,629.55	26.045	67,554.60	
87	L	4,542.91	4,796.27	5,063.64	5,346.00	5,643.27	26.109	67,719.24	
88	A	4,554.00	4,808.00	5,076.00	5,359.00	5,657.00	26.172	67,884.00	
88	B	4,565.36	4,820.00	5,088.73	5,372.36	5,671.18	26.238	68,054.16	
88	C	4,576.73	4,832.00	5,101.45	5,385.73	5,685.36	26.303	68,224.32	
88	D	4,588.09	4,844.00	5,114.18	5,399.09	5,699.55	26.368	68,394.60	
88	E	4,599.45	4,856.00	5,126.91	5,412.45	5,713.73	26.434	68,564.76	
88	F	4,610.82	4,868.00	5,139.64	5,425.82	5,727.91	26.499	68,734.92	

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
				NOTE 5	1	RATE	RATE	
88	G	4,622.18	4,880.00	5,152.36	5,439.18	5,742.09	26.564	68,905.08
88	H	4,633.55	4,892.00	5,165.09	5,452.55	5,756.27	26.630	69,075.24
88	J	4,644.91	4,904.00	5,177.82	5,465.91	5,770.45	26.695	69,245.40
88	K	4,656.27	4,916.00	5,190.55	5,479.27	5,784.64	26.760	69,415.68
88	L	4,667.64	4,928.00	5,203.27	5,492.64	5,798.82	26.826	69,585.84
89	A	4,679.00	4,940.00	5,216.00	5,506.00	5,813.00	26.891	69,756.00
89	B	4,690.73	4,952.36	5,229.00	5,519.73	5,827.55	26.958	69,930.60
89	C	4,702.45	4,964.73	5,242.00	5,533.45	5,842.09	27.026	70,105.08
89	D	4,714.18	4,977.09	5,255.00	5,547.18	5,856.64	27.093	70,279.68
89	E	4,725.91	4,989.45	5,268.00	5,560.91	5,871.18	27.160	70,454.16
89	F	4,737.64	5,001.82	5,281.00	5,574.64	5,885.73	27.228	70,628.76
89	G	4,749.36	5,014.18	5,294.00	5,588.36	5,900.27	27.295	70,803.24
89	H	4,761.09	5,026.55	5,307.00	5,602.09	5,914.82	27.363	70,977.84
89	J	4,772.82	5,038.91	5,320.00	5,615.82	5,929.36	27.430	71,152.32
89	K	4,784.55	5,051.27	5,333.00	5,629.55	5,943.91	27.497	71,326.92
89	L	4,796.27	5,063.64	5,346.00	5,643.27	5,958.45	27.565	71,501.40
90	A	4,808.00	5,076.00	5,359.00	5,657.00	5,973.00	27.632	71,676.00
90	B	4,820.00	5,088.73	5,372.36	5,671.18	5,987.91	27.701	71,854.92
90	C	4,832.00	5,101.45	5,385.73	5,685.36	6,002.82	27.770	72,033.84
90	D	4,844.00	5,114.18	5,399.09	5,699.55	6,017.73	27.839	72,212.76
90	E	4,856.00	5,126.91	5,412.45	5,713.73	6,032.64	27.908	72,391.68
90	F	4,868.00	5,139.64	5,425.82	5,727.91	6,047.55	27.977	72,570.60
90	G	4,880.00	5,152.36	5,439.18	5,742.09	6,062.45	28.046	72,749.40
90	H	4,892.00	5,165.09	5,452.55	5,756.27	6,077.36	28.115	72,928.32
90	J	4,904.00	5,177.82	5,465.91	5,770.45	6,092.27	28.184	73,107.24
90	K	4,916.00	5,190.55	5,479.27	5,784.64	6,107.18	28.253	73,286.16
90	L	4,928.00	5,203.27	5,492.64	5,798.82	6,122.09	28.322	73,465.08
91	A	4,940.00	5,216.00	5,506.00	5,813.00	6,137.00	28.391	73,644.00

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
91	B	4,952.36	5,229.00	5,519.73	5,827.55	6,152.36	28.462	73,828.32
91	C	4,964.73	5,242.00	5,533.45	5,842.09	6,167.73	28.533	74,012.76
91	D	4,977.09	5,255.00	5,547.18	5,856.64	6,183.09	28.604	74,197.08
91	E	4,989.45	5,268.00	5,560.91	5,871.18	6,198.45	28.675	74,381.40
91	F	5,001.82	5,281.00	5,574.64	5,885.73	6,213.82	28.746	74,565.84
91	G	5,014.18	5,294.00	5,588.36	5,900.27	6,229.18	28.817	74,750.16
91	H	5,026.55	5,307.00	5,602.09	5,914.82	6,244.55	28.888	74,934.60
91	J	5,038.91	5,320.00	5,615.82	5,929.36	6,259.91	28.959	75,118.92
91	K	5,051.27	5,333.00	5,629.55	5,943.91	6,275.27	29.030	75,303.24
91	L	5,063.64	5,346.00	5,643.27	5,958.45	6,290.64	29.101	75,487.68
92	A	5,076.00	5,359.00	5,657.00	5,973.00	6,306.00	29.172	75,672.00
92	B	5,088.73	5,372.36	5,671.18	5,987.91	6,321.73	29.246	75,860.76
92	C	5,101.45	5,385.73	5,685.36	6,002.82	6,337.45	29.319	76,049.40
92	D	5,114.18	5,399.09	5,699.55	6,017.73	6,353.18	29.392	76,238.16
92	E	5,126.91	5,412.45	5,713.73	6,032.64	6,368.91	29.465	76,426.92
92	F	5,139.64	5,425.82	5,727.91	6,047.55	6,384.64	29.538	76,615.68
92	G	5,152.36	5,439.18	5,742.09	6,062.45	6,400.36	29.611	76,804.32
92	H	5,165.09	5,452.55	5,756.27	6,077.36	6,416.09	29.684	76,993.08
92	J	5,177.82	5,465.91	5,770.45	6,092.27	6,431.82	29.758	77,181.84
92	K	5,190.55	5,479.27	5,784.64	6,107.18	6,447.55	29.831	77,370.60
92	L	5,203.27	5,492.64	5,798.82	6,122.09	6,463.27	29.904	77,559.24
93	A	5,216.00	5,506.00	5,813.00	6,137.00	6,479.00	29.977	77,748.00
93	B	5,229.00	5,519.73	5,827.55	6,152.36	6,495.18	30.052	77,942.16
93	C	5,242.00	5,533.45	5,842.09	6,167.73	6,511.36	30.126	78,136.32
93	D	5,255.00	5,547.18	5,856.64	6,183.09	6,527.55	30.201	78,330.60
93	E	5,268.00	5,560.91	5,871.18	6,198.45	6,543.73	30.276	78,524.76
93	F	5,281.00	5,574.64	5,885.73	6,213.82	6,559.91	30.351	78,718.92
93	G	5,294.00	5,588.36	5,900.27	6,229.18	6,576.09	30.425	78,913.08

**STANDARDIZED SALARY SCHEDULE TABLE**

S C H E D U L E	L E V E L	MONTHLY STEP RATES							
		1	2	3	4	5			
		NOTE 2	1	2	3	4	FIRST	TOP	
			NOTE 3	1	2	3	STEP	STEP	
		NOTE 4	1	2	HOURLY	ANNUAL			
			NOTE 5	1	RATE	RATE			
93	H	5,307.00	5,602.09	5,914.82	6,244.55	6,592.27	30.500	79,107.24	
93	J	5,320.00	5,615.82	5,929.36	6,259.91	6,608.45	30.575	79,301.40	
93	K	5,333.00	5,629.55	5,943.91	6,275.27	6,624.64	30.649	79,495.68	
93	L	5,346.00	5,643.27	5,958.45	6,290.64	6,640.82	30.724	79,689.84	
94	A	5,359.00	5,657.00	5,973.00	6,306.00	6,657.00	30.799	79,884.00	
94	B	5,372.36	5,671.18	5,987.91	6,321.73	6,673.64	30.876	80,083.68	
94	C	5,385.73	5,685.36	6,002.82	6,337.45	6,690.27	30.952	80,283.24	
94	D	5,399.09	5,699.55	6,017.73	6,353.18	6,706.91	31.029	80,482.92	
94	E	5,412.45	5,713.73	6,032.64	6,368.91	6,723.55	31.106	80,682.60	
94	F	5,425.82	5,727.91	6,047.55	6,384.64	6,740.18	31.183	80,882.16	
94	G	5,439.18	5,742.09	6,062.45	6,400.36	6,756.82	31.260	81,081.84	
94	H	5,452.55	5,756.27	6,077.36	6,416.09	6,773.45	31.336	81,281.40	
94	J	5,465.91	5,770.45	6,092.27	6,431.82	6,790.09	31.413	81,481.08	
94	K	5,479.27	5,784.64	6,107.18	6,447.55	6,806.73	31.490	81,680.76	
94	L	5,492.64	5,798.82	6,122.09	6,463.27	6,823.36	31.567	81,880.32	
95	A	5,506.00	5,813.00	6,137.00	6,479.00	6,840.00	31.644	82,080.00	
95	B	5,519.73	5,827.55	6,152.36	6,495.18	6,857.09	31.723	82,285.08	
95	C	5,533.45	5,842.09	6,167.73	6,511.36	6,874.18	31.801	82,490.16	
95	D	5,547.18	5,856.64	6,183.09	6,527.55	6,891.27	31.880	82,695.24	
95	E	5,560.91	5,871.18	6,198.45	6,543.73	6,908.36	31.959	82,900.32	
95	F	5,574.64	5,885.73	6,213.82	6,559.91	6,925.45	32.038	83,105.40	
95	G	5,588.36	5,900.27	6,229.18	6,576.09	6,942.55	32.117	83,310.60	
95	H	5,602.09	5,914.82	6,244.55	6,592.27	6,959.64	32.196	83,515.68	
95	J	5,615.82	5,929.36	6,259.91	6,608.45	6,976.73	32.275	83,720.76	
95	K	5,629.55	5,943.91	6,275.27	6,624.64	6,993.82	32.354	83,925.84	
95	L	5,643.27	5,958.45	6,290.64	6,640.82	7,010.91	32.433	84,130.92	
96	A	5,657.00	5,973.00	6,306.00	6,657.00	7,028.00	32.511	84,336.00	
96	B	5,671.18	5,987.91	6,321.73	6,673.64	7,045.55	32.593	84,546.60	

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
96	C	5,685.36	6,002.82	6,337.45	6,690.27	7,063.09	32.674	84,757.08
96	D	5,699.55	6,017.73	6,353.18	6,706.91	7,080.64	32.756	84,967.68
96	E	5,713.73	6,032.64	6,368.91	6,723.55	7,098.18	32.838	85,178.16
96	F	5,727.91	6,047.55	6,384.64	6,740.18	7,115.73	32.919	85,388.76
96	G	5,742.09	6,062.45	6,400.36	6,756.82	7,133.27	33.001	85,599.24
96	H	5,756.27	6,077.36	6,416.09	6,773.45	7,150.82	33.082	85,809.84
96	J	5,770.45	6,092.27	6,431.82	6,790.09	7,168.36	33.164	86,020.32
96	K	5,784.64	6,107.18	6,447.55	6,806.73	7,185.91	33.245	86,230.92
96	L	5,798.82	6,122.09	6,463.27	6,823.36	7,203.45	33.327	86,441.40
97	A	5,813.00	6,137.00	6,479.00	6,840.00	7,221.00	33.408	86,652.00
97	B	5,827.55	6,152.36	6,495.18	6,857.09	7,239.09	33.492	86,869.08
97	C	5,842.09	6,167.73	6,511.36	6,874.18	7,257.18	33.575	87,086.16
97	D	5,856.64	6,183.09	6,527.55	6,891.27	7,275.27	33.659	87,303.24
97	E	5,871.18	6,198.45	6,543.73	6,908.36	7,293.36	33.742	87,520.32
97	F	5,885.73	6,213.82	6,559.91	6,925.45	7,311.45	33.826	87,737.40
97	G	5,900.27	6,229.18	6,576.09	6,942.55	7,329.55	33.910	87,954.60
97	H	5,914.82	6,244.55	6,592.27	6,959.64	7,347.64	33.993	88,171.68
97	J	5,929.36	6,259.91	6,608.45	6,976.73	7,365.73	34.077	88,388.76
97	K	5,943.91	6,275.27	6,624.64	6,993.82	7,383.82	34.160	88,605.84
97	L	5,958.45	6,290.64	6,640.82	7,010.91	7,401.91	34.244	88,822.92
98	A	5,973.00	6,306.00	6,657.00	7,028.00	7,420.00	34.328	89,040.00
98	B	5,987.91	6,321.73	6,673.64	7,045.55	7,438.55	34.413	89,262.60
98	C	6,002.82	6,337.45	6,690.27	7,063.09	7,457.09	34.499	89,485.08
98	D	6,017.73	6,353.18	6,706.91	7,080.64	7,475.64	34.585	89,707.68
98	E	6,032.64	6,368.91	6,723.55	7,098.18	7,494.18	34.670	89,930.16
98	F	6,047.55	6,384.64	6,740.18	7,115.73	7,512.73	34.756	90,152.76
98	G	6,062.45	6,400.36	6,756.82	7,133.27	7,531.27	34.842	90,375.24
98	H	6,077.36	6,416.09	6,773.45	7,150.82	7,549.82	34.927	90,597.84

**STANDARDIZED SALARY SCHEDULE TABLE**

<b>S C H E D U L E</b>	<b>L E V E L</b>	<b>MONTHLY STEP RATES</b>								
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>				
		<b>NOTE 2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>FIRST</b>	<b>TOP</b>		
			<b>NOTE 3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>STEP</b>	<b>STEP</b>		
				<b>NOTE 4</b>	<b>1</b>	<b>2</b>	<b>HOURLY</b>	<b>ANNUAL</b>		
				<b>NOTE 5</b>	<b>1</b>	<b>RATE</b>	<b>RATE</b>			
98	J	6,092.27	6,431.82	6,790.09	7,168.36	7,568.36	35.013	90,820.32		
98	K	6,107.18	6,447.55	6,806.73	7,185.91	7,586.91	35.099	91,042.92		
98	L	6,122.09	6,463.27	6,823.36	7,203.45	7,605.45	35.184	91,265.40		
99	A	6,137.00	6,479.00	6,840.00	7,221.00	7,624.00	35.270	91,488.00		
99	B	6,152.36	6,495.18	6,857.09	7,239.09	7,643.09	35.358	91,717.08		
99	C	6,167.73	6,511.36	6,874.18	7,257.18	7,662.18	35.447	91,946.16		
99	D	6,183.09	6,527.55	6,891.27	7,275.27	7,681.27	35.535	92,175.24		
99	E	6,198.45	6,543.73	6,908.36	7,293.36	7,700.36	35.623	92,404.32		
99	F	6,213.82	6,559.91	6,925.45	7,311.45	7,719.45	35.712	92,633.40		
99	G	6,229.18	6,576.09	6,942.55	7,329.55	7,738.55	35.800	92,862.60		
99	H	6,244.55	6,592.27	6,959.64	7,347.64	7,757.64	35.888	93,091.68		
99	J	6,259.91	6,608.45	6,976.73	7,365.73	7,776.73	35.976	93,320.76		
99	K	6,275.27	6,624.64	6,993.82	7,383.82	7,795.82	36.065	93,549.84		
99	L	6,290.64	6,640.82	7,010.91	7,401.91	7,814.91	36.153	93,778.92		
100	A	6,306.00	6,657.00	7,028.00	7,420.00	7,834.00	36.241	94,008.00		
100	B	6,321.73	6,673.64	7,045.55	7,438.55	7,853.55	36.332	94,242.60		
100	C	6,337.45	6,690.27	7,063.09	7,457.09	7,873.09	36.422	94,477.08		
100	D	6,353.18	6,706.91	7,080.64	7,475.64	7,892.64	36.513	94,711.68		
100	E	6,368.91	6,723.55	7,098.18	7,494.18	7,912.18	36.603	94,946.16		
100	F	6,384.64	6,740.18	7,115.73	7,512.73	7,931.73	36.693	95,180.76		
100	G	6,400.36	6,756.82	7,133.27	7,531.27	7,951.27	36.784	95,415.24		
100	H	6,416.09	6,773.45	7,150.82	7,549.82	7,970.82	36.874	95,649.84		
100	J	6,431.82	6,790.09	7,168.36	7,568.36	7,990.36	36.964	95,884.32		
100	K	6,447.55	6,806.73	7,185.91	7,586.91	8,009.91	37.055	96,118.92		
100	L	6,463.27	6,823.36	7,203.45	7,605.45	8,029.45	37.145	96,353.40		
101	A	6,479.00	6,840.00	7,221.00	7,624.00	8,049.00	37.236	96,588.00		
101	B	6,495.18	6,857.09	7,239.09	7,643.09	8,069.09	37.329	96,829.08		
101	C	6,511.36	6,874.18	7,257.18	7,662.18	8,089.18	37.422	97,070.16		

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
101	D	6,527.55	6,891.27	7,275.27	7,681.27	8,109.27	37.515	97,311.24
101	E	6,543.73	6,908.36	7,293.36	7,700.36	8,129.36	37.608	97,552.32
101	F	6,559.91	6,925.45	7,311.45	7,719.45	8,149.45	37.701	97,793.40
101	G	6,576.09	6,942.55	7,329.55	7,738.55	8,169.55	37.794	98,034.60
101	H	6,592.27	6,959.64	7,347.64	7,757.64	8,189.64	37.887	98,275.68
101	J	6,608.45	6,976.73	7,365.73	7,776.73	8,209.73	37.980	98,516.76
101	K	6,624.64	6,993.82	7,383.82	7,795.82	8,229.82	38.073	98,757.84
101	L	6,640.82	7,010.91	7,401.91	7,814.91	8,249.91	38.166	98,998.92
102	A	6,657.00	7,028.00	7,420.00	7,834.00	8,270.00	38.259	99,240.00
102	B	6,673.64	7,045.55	7,438.55	7,853.55	8,290.64	38.354	99,487.68
102	C	6,690.27	7,063.09	7,457.09	7,873.09	8,311.27	38.450	99,735.24
102	D	6,706.91	7,080.64	7,475.64	7,892.64	8,331.91	38.545	99,982.92
102	E	6,723.55	7,098.18	7,494.18	7,912.18	8,352.55	38.641	100,230.60
102	F	6,740.18	7,115.73	7,512.73	7,931.73	8,373.18	38.737	100,478.16
102	G	6,756.82	7,133.27	7,531.27	7,951.27	8,393.82	38.832	100,725.84
102	H	6,773.45	7,150.82	7,549.82	7,970.82	8,414.45	38.928	100,973.40
102	J	6,790.09	7,168.36	7,568.36	7,990.36	8,435.09	39.024	101,221.08
102	K	6,806.73	7,185.91	7,586.91	8,009.91	8,455.73	39.119	101,468.76
102	L	6,823.36	7,203.45	7,605.45	8,029.45	8,476.36	39.215	101,716.32
103	A	6,840.00	7,221.00	7,624.00	8,049.00	8,497.00	39.310	101,964.00
103	B	6,857.09	7,239.09	7,643.09	8,069.09	8,518.27	39.409	102,219.24
103	C	6,874.18	7,257.18	7,662.18	8,089.18	8,539.55	39.507	102,474.60
103	D	6,891.27	7,275.27	7,681.27	8,109.27	8,560.82	39.605	102,729.84
103	E	6,908.36	7,293.36	7,700.36	8,129.36	8,582.09	39.703	102,985.08
103	F	6,925.45	7,311.45	7,719.45	8,149.45	8,603.36	39.801	103,240.32
103	G	6,942.55	7,329.55	7,738.55	8,169.55	8,624.64	39.900	103,495.68
103	H	6,959.64	7,347.64	7,757.64	8,189.64	8,645.91	39.998	103,750.92
103	J	6,976.73	7,365.73	7,776.73	8,209.73	8,667.18	40.096	104,006.16

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
103	K	6,993.82	7,383.82	7,795.82	8,229.82	8,688.45	40.194	104,261.40
103	L	7,010.91	7,401.91	7,814.91	8,249.91	8,709.73	40.293	104,516.76
104	A	7,028.00	7,420.00	7,834.00	8,270.00	8,731.00	40.391	104,772.00
104	B	7,045.55	7,438.55	7,853.55	8,290.64	8,752.82	40.492	105,033.84
104	C	7,063.09	7,457.09	7,873.09	8,311.27	8,774.64	40.592	105,295.68
104	D	7,080.64	7,475.64	7,892.64	8,331.91	8,796.45	40.693	105,557.40
104	E	7,098.18	7,494.18	7,912.18	8,352.55	8,818.27	40.794	105,819.24
104	F	7,115.73	7,512.73	7,931.73	8,373.18	8,840.09	40.895	106,081.08
104	G	7,133.27	7,531.27	7,951.27	8,393.82	8,861.91	40.996	106,342.92
104	H	7,150.82	7,549.82	7,970.82	8,414.45	8,883.73	41.097	106,604.76
104	J	7,168.36	7,568.36	7,990.36	8,435.09	8,905.55	41.197	106,866.60
104	K	7,185.91	7,586.91	8,009.91	8,455.73	8,927.36	41.298	107,128.32
104	L	7,203.45	7,605.45	8,029.45	8,476.36	8,949.18	41.399	107,390.16
105	A	7,221.00	7,624.00	8,049.00	8,497.00	8,971.00	41.500	107,652.00
105	B	7,239.09	7,643.09	8,069.09	8,518.27	8,993.45	41.604	107,921.40
105	C	7,257.18	7,662.18	8,089.18	8,539.55	9,015.91	41.708	108,190.92
105	D	7,275.27	7,681.27	8,109.27	8,560.82	9,038.36	41.812	108,460.32
105	E	7,293.36	7,700.36	8,129.36	8,582.09	9,060.82	41.916	108,729.84
105	F	7,311.45	7,719.45	8,149.45	8,603.36	9,083.27	42.020	108,999.24
105	G	7,329.55	7,738.55	8,169.55	8,624.64	9,105.73	42.124	109,268.76
105	H	7,347.64	7,757.64	8,189.64	8,645.91	9,128.18	42.228	109,538.16
105	J	7,365.73	7,776.73	8,209.73	8,667.18	9,150.64	42.332	109,807.68
105	K	7,383.82	7,795.82	8,229.82	8,688.45	9,173.09	42.436	110,077.08
105	L	7,401.91	7,814.91	8,249.91	8,709.73	9,195.55	42.540	110,346.60
106	A	7,420.00	7,834.00	8,270.00	8,731.00	9,218.00	42.644	110,616.00
106	B	7,438.55	7,853.55	8,290.64	8,752.82	9,241.00	42.750	110,892.00
106	C	7,457.09	7,873.09	8,311.27	8,774.64	9,264.00	42.857	111,168.00
106	D	7,475.64	7,892.64	8,331.91	8,796.45	9,287.00	42.963	111,444.00

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
				NOTE 5	1	RATE	RATE	
106	E	7,494.18	7,912.18	8,352.55	8,818.27	9,310.00	43.070	111,720.00
106	F	7,512.73	7,931.73	8,373.18	8,840.09	9,333.00	43.177	111,996.00
106	G	7,531.27	7,951.27	8,393.82	8,861.91	9,356.00	43.283	112,272.00
106	H	7,549.82	7,970.82	8,414.45	8,883.73	9,379.00	43.390	112,548.00
106	J	7,568.36	7,990.36	8,435.09	8,905.55	9,402.00	43.496	112,824.00
106	K	7,586.91	8,009.91	8,455.73	8,927.36	9,425.00	43.603	113,100.00
106	L	7,605.45	8,029.45	8,476.36	8,949.18	9,448.00	43.709	113,376.00
107	A	7,624.00	8,049.00	8,497.00	8,971.00	9,471.00	43.816	113,652.00
107	B	7,643.09	8,069.09	8,518.27	8,993.45	9,494.64	43.926	113,935.68
107	C	7,662.18	8,089.18	8,539.55	9,015.91	9,518.27	44.036	114,219.24
107	D	7,681.27	8,109.27	8,560.82	9,038.36	9,541.91	44.145	114,502.92
107	E	7,700.36	8,129.36	8,582.09	9,060.82	9,565.55	44.255	114,786.60
107	F	7,719.45	8,149.45	8,603.36	9,083.27	9,589.18	44.365	115,070.16
107	G	7,738.55	8,169.55	8,624.64	9,105.73	9,612.82	44.474	115,353.84
107	H	7,757.64	8,189.64	8,645.91	9,128.18	9,636.45	44.584	115,637.40
107	J	7,776.73	8,209.73	8,667.18	9,150.64	9,660.09	44.694	115,921.08
107	K	7,795.82	8,229.82	8,688.45	9,173.09	9,683.73	44.804	116,204.76
107	L	7,814.91	8,249.91	8,709.73	9,195.55	9,707.36	44.913	116,488.32
108	A	7,834.00	8,270.00	8,731.00	9,218.00	9,731.00	45.023	116,772.00
108	B	7,853.55	8,290.64	8,752.82	9,241.00	9,755.36	45.135	117,064.32
108	C	7,873.09	8,311.27	8,774.64	9,264.00	9,779.73	45.248	117,356.76
108	D	7,892.64	8,331.91	8,796.45	9,287.00	9,804.09	45.360	117,649.08
108	E	7,912.18	8,352.55	8,818.27	9,310.00	9,828.45	45.472	117,941.40
108	F	7,931.73	8,373.18	8,840.09	9,333.00	9,852.82	45.585	118,233.84
108	G	7,951.27	8,393.82	8,861.91	9,356.00	9,877.18	45.697	118,526.16
108	H	7,970.82	8,414.45	8,883.73	9,379.00	9,901.55	45.809	118,818.60
108	J	7,990.36	8,435.09	8,905.55	9,402.00	9,925.91	45.922	119,110.92
108	K	8,009.91	8,455.73	8,927.36	9,425.00	9,950.27	46.034	119,403.24

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
108	L	8,029.45	8,476.36	8,949.18	9,448.00	9,974.64	46.146	119,695.68
109	A	8,049.00	8,497.00	8,971.00	9,471.00	9,999.00	46.259	119,988.00
109	B	8,069.09	8,518.27	8,993.45	9,494.64	10,024.00	46.374	120,288.00
109	C	8,089.18	8,539.55	9,015.91	9,518.27	10,049.00	46.490	120,588.00
109	D	8,109.27	8,560.82	9,038.36	9,541.91	10,074.00	46.605	120,888.00
109	E	8,129.36	8,582.09	9,060.82	9,565.55	10,099.00	46.720	121,188.00
109	F	8,149.45	8,603.36	9,083.27	9,589.18	10,124.00	46.836	121,488.00
109	G	8,169.55	8,624.64	9,105.73	9,612.82	10,149.00	46.951	121,788.00
109	H	8,189.64	8,645.91	9,128.18	9,636.45	10,174.00	47.067	122,088.00
109	J	8,209.73	8,667.18	9,150.64	9,660.09	10,199.00	47.182	122,388.00
109	K	8,229.82	8,688.45	9,173.09	9,683.73	10,224.00	47.298	122,688.00
109	L	8,249.91	8,709.73	9,195.55	9,707.36	10,249.00	47.413	122,988.00
110	A	8,270.00	8,731.00	9,218.00	9,731.00	10,274.00	47.529	123,288.00
110	B	8,290.64	8,752.82	9,241.00	9,755.36	10,299.73	47.647	123,596.76
110	C	8,311.27	8,774.64	9,264.00	9,779.73	10,325.45	47.766	123,905.40
110	D	8,331.91	8,796.45	9,287.00	9,804.09	10,351.18	47.885	124,214.16
110	E	8,352.55	8,818.27	9,310.00	9,828.45	10,376.91	48.003	124,522.92
110	F	8,373.18	8,840.09	9,333.00	9,852.82	10,402.64	48.122	124,831.68
110	G	8,393.82	8,861.91	9,556.00	9,877.18	10,428.36	48.240	125,140.32
110	H	8,414.45	8,883.73	9,379.00	9,901.55	10,454.09	48.359	125,449.08
110	J	8,435.09	8,905.55	9,402.00	9,925.91	10,479.82	48.478	125,757.84
110	K	8,455.73	8,927.36	9,425.27	9,950.27	10,505.55	48.596	126,066.60
110	L	8,476.36	8,949.18	9,448.00	9,974.64	10,531.27	48.715	126,375.24
111	A	8,497.00	8,971.00	9,471.00	9,999.00	10,557.00	48.833	126,684.00
111	B	8,518.27	8,993.45	9,494.64	10,024.00	10,583.36	48.956	127,000.32
111	C	8,539.55	9,015.91	9,518.27	10,049.00	10,609.73	49.078	127,316.76
111	D	8,560.82	9,038.36	9,541.91	10,074.00	10,636.09	49.200	127,633.08
111	E	8,582.09	9,060.82	9,565.55	10,099.00	10,662.45	49.322	127,949.40

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
111	F	8,603.36	9,083.27	9,589.18	10,124.00	10,688.82	49.445	128,265.84
111	G	8,624.64	9,105.73	9,612.82	10,149.00	10,715.18	49.567	128,582.16
111	H	8,645.91	9,128.18	9,636.45	10,174.00	10,741.55	49.689	128,898.60
111	J	8,667.18	9,150.64	9,660.09	10,199.00	10,767.91	49.811	129,214.92
111	K	8,668.45	9,173.09	9,683.73	10,224.00	10,794.27	49.819	129,531.24
111	L	8,709.73	9,195.55	9,707.36	10,249.00	10,820.64	50.056	129,847.68
112	A	8,731.00	9,218.00	9,731.00	10,274.00	10,847.00	50.178	130,164.00
112	B	8,752.82	9,241.00	9,755.36	10,299.73	10,874.09	50.304	130,489.08
112	C	8,774.64	9,264.00	9,779.73	10,325.45	10,901.18	50.429	130,814.16
112	D	8,796.45	9,287.00	9,804.09	10,351.18	10,928.27	50.554	131,139.24
112	E	8,818.27	9,310.00	9,828.45	10,376.91	10,955.36	50.680	131,464.32
112	F	8,840.09	9,333.00	9,852.82	10,402.64	10,982.45	50.805	131,789.40
112	G	8,861.91	9,556.00	9,877.18	10,428.36	11,009.55	50.931	132,114.60
112	H	8,883.73	9,379.00	9,901.55	10,454.09	11,036.64	51.056	132,439.68
112	J	8,905.55	9,402.00	9,925.91	10,479.82	11,063.73	51.181	132,764.76
112	K	8,927.36	9,425.27	9,950.27	10,505.55	11,090.82	51.307	133,089.84
112	L	8,949.18	9,448.00	9,974.64	10,531.27	11,117.91	51.432	133,414.92
113	A	8,971.00	9,471.00	9,999.00	10,557.00	11,145.00	51.557	133,740.00
113	B	8,993.45	9,494.64	10,024.00	10,583.36	11,172.82	51.686	134,073.84
113	C	9,015.91	9,518.27	10,049.00	10,609.73	11,200.64	51.816	134,407.68
113	D	9,038.36	9,541.91	10,074.00	10,636.09	11,228.45	51.945	134,741.40
113	E	9,060.82	9,565.55	10,099.00	10,662.45	11,256.27	52.074	135,075.24
113	F	9,083.27	9,589.18	10,124.00	10,688.82	11,284.09	52.203	135,409.08
113	G	9,105.73	9,612.82	10,149.00	10,715.18	11,311.91	52.332	135,742.92
113	H	9,128.18	9,636.45	10,174.00	10,741.55	11,339.73	52.461	136,076.76
113	J	9,150.64	9,660.09	10,199.00	10,767.91	11,367.55	52.590	136,410.60
113	K	9,173.09	9,683.73	10,224.00	10,794.27	11,395.36	52.719	136,744.32
113	L	9,195.55	9,707.36	10,249.00	10,820.64	11,423.18	52.848	137,078.16

**STANDARDIZED SALARY SCHEDULE TABLE**

S C H E D U L E	L E V E L	MONTHLY STEP RATES							
		1	2	3	4	5			
		NOTE 2	1	2	3	4	FIRST	TOP	
			NOTE 3	1	2	3	STEP	STEP	
				NOTE 4	1	2	HOURLY	ANNUAL	
				NOTE 5	1	RATE	RATE		
114	A	9,218.00	9,731.00	10,274.00	10,847.00	11,451.00	52.977	137,412.00	
114	B	9,241.00	9,755.36	10,299.73	10,874.09	11,479.64	53.109	137,755.68	
114	C	9,264.00	9,779.73	10,325.45	10,901.18	11,508.27	53.241	138,099.24	
114	D	9,287.00	9,804.09	10,351.18	10,928.27	11,536.91	53.374	138,442.92	
114	E	9,310.00	9,828.45	10,376.91	10,955.36	11,565.55	53.506	138,786.60	
114	F	9,333.00	9,852.82	10,402.64	10,982.45	11,594.18	53.638	139,130.16	
114	G	9,556.00	9,877.18	10,428.36	11,009.55	11,622.82	54.920	139,473.84	
114	H	9,379.00	9,901.55	10,454.09	11,036.64	11,651.45	53.902	139,817.40	
114	J	9,402.00	9,925.91	10,479.82	11,063.73	11,680.09	54.034	140,161.08	
114	K	9,425.27	9,950.27	10,505.55	11,090.82	11,708.73	54.168	140,504.76	
114	L	9,448.00	9,974.64	10,531.27	11,117.91	11,737.36	54.299	140,848.32	
115	A	9,471.00	9,999.00	10,557.00	11,145.00	11,766.00	54.431	141,192.00	
115	B	9,494.64	10,024.00	10,583.36	11,172.82	11,795.36	54.567	141,544.32	
115	C	9,518.27	10,049.00	10,609.73	11,200.64	11,824.73	54.703	141,896.76	
115	D	9,541.91	10,074.00	10,636.09	11,228.45	11,854.09	54.839	142,249.08	
115	E	9,565.55	10,099.00	10,662.45	11,256.27	11,883.45	54.974	142,601.40	
115	F	9,589.18	10,124.00	10,688.82	11,284.09	11,912.82	55.110	142,953.84	
115	G	9,612.82	10,149.00	10,715.18	11,311.91	11,942.18	55.246	143,306.16	
115	H	9,636.45	10,174.00	10,741.55	11,339.73	11,971.55	55.382	143,658.60	
115	J	9,660.09	10,199.00	10,767.91	11,367.55	12,000.91	55.518	144,010.92	
115	K	9,683.73	10,224.00	10,794.27	11,395.36	12,030.27	55.654	144,363.24	
115	L	9,707.36	10,249.00	10,820.64	11,423.18	12,059.64	55.789	144,715.68	
116	A	9,731.00	10,274.00	10,847.00	11,451.00	12,089.00	55.925	145,068.00	
116	B	9,755.36	10,299.73	10,874.09	11,479.64	12,119.18	56.065	145,430.16	
116	C	9,779.73	10,325.45	10,901.18	11,508.27	12,149.36	56.205	145,792.32	
116	D	9,804.09	10,351.18	10,928.27	11,536.91	12,179.55	56.345	146,154.60	
116	E	9,828.45	10,376.91	10,955.36	11,565.55	12,209.73	56.485	146,516.76	
116	F	9,852.82	10,402.64	10,982.45	11,594.18	12,239.91	56.625	146,878.92	

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
				NOTE 5	1	RATE	RATE	
116	G	9,877.18	10,428.36	11,009.55	11,622.82	12,270.09	56.765	147,241.08
116	H	9,901.55	10,454.09	11,036.64	11,651.45	12,300.27	56.905	147,603.24
116	J	9,925.91	10,479.82	11,063.73	11,680.09	12,330.45	57.045	147,965.40
116	K	9,950.27	10,505.55	11,090.82	11,708.73	12,360.64	57.185	148,327.68
116	L	9,974.64	10,531.27	11,117.91	11,737.36	12,390.82	57.326	148,689.84
117	A	9,999.00	10,557.00	11,145.00	11,766.00	12,421.00	57.466	149,052.00
117	B	10,024.00	10,583.36	11,172.82	11,795.36	12,452.09	57.609	149,425.08
117	C	10,049.00	10,609.73	11,200.64	11,824.73	12,483.18	57.753	149,798.16
117	D	10,074.00	10,636.09	11,228.45	11,854.09	12,514.27	57.897	150,171.24
117	E	10,099.00	10,662.45	11,256.27	11,883.45	12,545.36	58.040	150,544.32
117	F	10,124.00	10,688.82	11,284.09	11,912.82	12,576.45	58.184	150,917.40
117	G	10,149.00	10,715.18	11,311.91	11,942.18	12,607.55	58.328	151,290.60
117	H	10,174.00	10,741.55	11,339.73	11,971.55	12,638.64	58.471	151,663.68
117	J	10,199.00	10,767.91	11,367.55	12,000.91	12,669.73	58.615	152,036.76
117	K	10,224.00	10,794.27	11,395.36	12,030.27	12,700.82	58.759	152,409.84
117	L	10,249.00	10,820.64	11,423.18	12,059.64	12,731.91	58.902	152,782.92
118	A	10,274.00	10,847.00	11,451.00	12,089.00	12,763.00	59.046	153,156.00
118	B	10,299.73	10,874.09	11,479.64	12,119.18	12,794.91	59.194	153,538.92
118	C	10,325.45	10,901.18	11,508.27	12,149.36	12,826.82	59.342	153,921.84
118	D	10,351.18	10,928.27	11,536.91	12,179.55	12,858.73	59.490	154,304.76
118	E	10,376.91	10,955.36	11,565.55	12,209.73	12,890.64	59.637	154,687.68
118	F	10,402.64	10,982.45	11,594.18	12,239.91	12,922.55	59.785	155,070.60
118	G	10,428.36	11,009.55	11,622.82	12,270.09	12,954.45	59.933	155,453.40
118	H	10,454.09	11,036.64	11,651.45	12,300.27	12,986.36	60.081	155,836.32
118	J	10,479.82	11,063.73	11,680.09	12,330.45	13,018.27	60.229	156,219.24
118	K	10,505.55	11,090.82	11,708.73	12,360.64	13,050.18	60.377	156,602.16
118	L	10,531.27	11,117.91	11,737.36	12,390.82	13,082.09	60.525	156,985.08
119	A	10,557.00	11,145.00	11,766.00	12,421.00	13,114.00	60.672	157,368.00
119	B	10,583.36	11,172.82	11,795.36	12,452.09	13,146.82	60.824	157,761.84
119	C	10,609.73	11,200.64	11,824.73	12,483.18	13,179.64	60.975	158,155.68

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
119	D	10,636.09	11,228.45	11,854.09	12,514.27	13,212.45	61.127	158,549.40
119	E	10,662.45	11,256.27	11,883.45	12,545.36	13,245.27	61.278	158,943.24
119	F	10,688.82	11,284.09	11,912.82	12,576.45	13,278.09	61.430	159,337.08
119	G	10,715.18	11,311.91	11,942.18	12,607.55	13,310.91	61.582	159,730.92
119	H	10,741.55	11,339.73	11,971.55	12,638.64	13,343.73	61.733	160,124.76
119	J	10,767.91	11,367.55	12,000.91	12,669.73	13,376.55	61.885	160,518.60
119	K	10,794.27	11,395.36	12,030.27	12,700.82	13,409.36	62.036	160,912.32
119	L	10,820.64	11,423.18	12,059.64	12,731.91	13,442.18	62.188	161,306.16
120	A	10,847.00	11,451.00	12,089.00	12,763.00	13,475.00	62.339	161,700.00
120	B	10,874.09	11,479.64	12,119.18	12,794.91	13,508.73	62.495	162,104.76
120	C	10,901.18	11,508.27	12,149.36	12,826.82	13,542.45	62.650	162,509.40
120	D	10,928.27	11,536.91	12,179.55	12,858.73	13,576.18	62.806	162,914.16
120	E	10,955.36	11,565.55	12,209.73	12,890.64	13,609.91	62.962	163,318.92
120	F	10,982.45	11,594.18	12,239.91	12,922.55	13,643.64	63.118	163,723.68
120	G	11,009.55	11,622.82	12,270.09	12,954.45	13,677.36	63.273	164,128.32
120	H	11,036.64	11,651.45	12,300.27	12,986.36	13,711.09	63.429	164,533.08
120	J	11,063.73	11,680.09	12,330.45	13,018.27	13,744.82	63.585	164,937.84
120	K	11,090.82	11,708.73	12,360.64	13,050.18	13,778.55	63.740	165,342.60
120	L	11,117.91	11,737.36	12,390.82	13,082.09	13,812.27	63.896	165,747.24
121	A	11,145.00	11,766.00	12,421.00	13,114.00	13,846.00	64.052	166,152.00
121	B	11,172.82	11,795.36	12,452.09	13,146.82	13,880.64	64.212	166,567.64
121	C	11,200.64	11,824.73	12,483.18	13,179.64	13,915.27	64.371	166,983.27
121	D	11,228.45	11,854.09	12,514.27	13,212.45	13,949.91	64.531	167,398.91
121	E	11,256.27	11,883.45	12,545.36	13,245.27	13,984.55	64.691	167,814.55
121	F	11,284.09	11,912.82	12,576.45	13,278.09	14,019.18	64.851	168,230.18
121	G	11,311.91	11,942.18	12,607.55	13,310.91	14,053.82	65.011	168,645.82
121	H	11,339.73	11,971.55	12,638.64	13,343.73	14,088.45	65.171	169,061.45
121	J	11,367.55	12,000.91	12,669.73	13,376.55	14,123.09	65.331	169,477.09
121	K	11,395.36	12,030.27	12,700.82	13,409.36	14,157.73	65.491	169,892.73

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
				NOTE 5	1	RATE	RATE	
121	L	11,423.18	12,059.64	12,731.91	13,442.18	14,192.36	65.650	170,308.36
122	A	11,451.00	12,089.00	12,763.00	13,475.00	14,227.00	65.810	170,724.00
122	B	11,479.64	12,119.18	12,794.91	13,508.73	14,262.55	65.975	171,150.55
122	C	11,508.27	12,149.36	12,826.82	13,542.45	14,298.09	66.139	171,577.09
122	D	11,536.91	12,179.55	12,858.73	13,576.18	14,333.64	66.304	172,003.64
122	E	11,565.55	12,209.73	12,890.64	13,609.91	14,369.18	66.469	172,430.18
122	F	11,594.18	12,239.91	12,922.55	13,643.64	14,404.73	66.633	172,856.73
122	G	11,622.82	12,270.09	12,954.45	13,677.36	14,440.27	66.798	173,283.27
122	H	11,651.45	12,300.27	12,986.36	13,711.09	14,475.82	66.962	173,709.82
122	J	11,680.09	12,330.45	13,018.27	13,744.82	14,511.36	67.127	174,136.36
122	K	11,708.73	12,360.64	13,050.18	13,778.55	14,546.91	67.292	174,562.91
122	L	11,737.36	12,390.82	13,082.09	13,812.27	14,582.45	67.456	174,989.45
123	A	11,766.00	12,421.00	13,114.00	13,846.00	14,618.00	67.621	175,416.00
123	B	11,795.36	12,452.09	13,146.82	13,880.64	14,654.55	67.789	175,854.55
123	C	11,824.73	12,483.18	13,179.64	13,915.27	14,691.09	67.958	176,293.09
123	D	11,854.09	12,514.27	13,212.45	13,949.91	14,727.64	68.127	176,731.64
123	E	11,883.45	12,545.36	13,245.27	13,984.55	14,764.18	68.296	177,170.18
123	F	11,912.82	12,576.45	13,278.09	14,019.18	14,800.73	68.464	177,608.73
123	G	11,942.18	12,607.55	13,310.91	14,053.82	14,837.27	68.633	178,047.27
123	H	11,971.55	12,638.64	13,343.73	14,088.45	14,873.82	68.802	178,485.82
123	J	12,000.91	12,669.73	13,376.55	14,123.09	14,910.36	68.971	178,924.36
123	K	12,030.27	12,700.82	13,409.36	14,157.73	14,946.91	69.139	179,362.91
123	L	12,059.64	12,731.91	13,442.18	14,192.36	14,983.45	69.308	179,801.45
124	A	12,089.00	12,763.00	13,475.00	14,227.00	15,020.00	69.477	180,240.00
124	B	12,119.18	12,794.91	13,508.73	14,262.55	15,057.55	69.650	180,690.55
124	C	12,149.36	12,826.82	13,542.45	14,298.09	15,095.09	69.824	181,141.09
124	D	12,179.55	12,858.73	13,576.18	14,333.64	15,132.64	69.997	181,591.64
124	E	12,209.73	12,890.64	13,609.91	14,369.18	15,170.18	70.171	182,042.18
124	F	12,239.91	12,922.55	13,643.64	14,404.73	15,207.73	70.344	182,492.73

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
			NOTE 5	1	1	RATE	RATE	
124	G	12,270.09	12,954.45	13,677.36	14,440.27	15,245.27	70.518	182,943.27
124	H	12,300.27	12,986.36	13,711.09	14,475.82	15,282.82	70.691	183,393.82
124	J	12,330.45	13,018.27	13,744.82	14,511.36	15,320.36	70.865	183,844.36
124	K	12,360.64	13,050.18	13,778.55	14,546.91	15,357.91	71.038	184,294.91
124	L	12,390.82	13,082.09	13,812.27	14,582.45	15,395.45	71.212	184,745.45
125	A	12,421.00	13,114.00	13,846.00	14,618.00	15,433.00	71.385	185,196.00
125	B	12,452.09	13,146.82	13,880.64	14,654.55	15,471.55	71.564	185,658.55
125	C	12,483.18	13,179.64	13,915.27	14,691.09	15,510.09	71.742	186,121.09
125	D	12,514.27	13,212.45	13,949.91	14,727.64	15,548.64	71.921	186,583.64
125	E	12,545.36	13,245.27	13,984.55	14,764.18	15,587.18	72.100	187,046.18
125	F	12,576.45	13,278.09	14,019.18	14,800.73	15,625.73	72.278	187,508.73
125	G	12,607.55	13,310.91	14,053.82	14,837.27	15,664.27	72.457	187,971.27
125	H	12,638.64	13,343.73	14,088.45	14,873.82	15,702.82	72.636	188,433.82
125	J	12,669.73	13,376.55	14,123.09	14,910.36	15,741.36	72.815	188,896.36
125	K	12,700.82	13,409.36	14,157.73	14,946.91	15,779.91	72.993	189,358.91
125	L	12,731.91	13,442.18	14,192.36	14,983.45	15,818.45	73.172	189,821.45
126	A	12,763.00	13,475.00	14,227.00	15,020.00	15,857.00	73.351	190,284.00
126	B	12,794.91	13,508.73	14,262.55	15,057.55	15,896.64	73.534	190,759.68
126	C	12,826.82	13,542.45	14,298.09	15,095.09	15,936.27	73.717	191,235.24
126	D	12,858.73	13,576.18	14,333.64	15,132.64	15,975.91	73.901	191,710.92
126	E	12,890.64	13,609.91	14,369.18	15,170.18	16,015.55	74.084	192,186.60
126	F	12,922.55	13,643.64	14,404.73	15,207.73	16,055.18	74.268	216,662.16
126	G	12,954.45	13,677.36	14,440.27	15,245.27	16,094.82	74.451	193,137.84
126	H	12,986.36	13,711.09	14,475.82	15,282.82	16,134.45	74.634	193,613.40
126	J	13,018.27	13,744.82	14,511.36	15,320.36	16,174.09	74.818	194,089.08
126	K	13,050.18	13,778.55	14,546.91	15,357.91	16,213.73	75.001	194,564.76
126	L	13,082.09	13,812.27	14,582.45	15,395.45	16,253.36	75.184	195,040.32
127	A	13,114.00	13,846.00	14,618.00	15,433.00	16,293.00	75.368	195,516.00
127	B	13,146.82	13,880.64	14,654.55	15,471.55	16,333.73	75.556	196,004.76

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
127	C	13,179.64	13,915.27	14,691.09	15,510.09	16,374.45	75.745	196,493.40
127	D	13,212.45	13,949.91	14,727.64	15,548.64	16,415.18	75.934	196,982.16
127	E	13,245.27	13,984.55	14,764.18	15,587.18	16,455.91	76.122	197,470.92
127	F	13,278.09	14,019.18	14,800.73	15,625.73	16,496.64	76.311	197,959.68
127	G	13,310.91	14,053.82	14,837.27	15,664.27	16,537.36	75.500	198,448.32
127	H	13,343.73	14,088.45	14,873.82	15,702.82	16,578.09	76.688	198,937.08
127	J	13,376.55	14,123.09	14,910.36	15,741.36	16,618.82	76.877	199,425.84
127	K	13,409.36	14,157.73	14,946.91	15,779.91	16,659.55	77.065	199,914.60
127	L	13,442.18	14,192.36	14,983.45	15,818.45	16,700.27	77.254	200,403.24
128	A	13,475.00	14,227.00	15,020.00	15,857.00	16,741.00	77.443	200,892.00
128	B	13,508.73	14,262.55	15,057.55	15,896.64	16,782.82	77.636	201,393.84
128	C	13,542.45	14,298.09	15,095.09	15,936.27	16,824.64	77.830	201,895.68
128	D	13,576.18	14,333.64	15,132.64	15,975.91	16,866.45	78.024	202,397.40
128	E	13,609.91	14,369.18	15,170.18	16,015.55	16,908.27	78.218	202,899.24
128	F	13,643.64	14,404.73	15,207.73	16,055.18	16,950.09	78.412	203,401.08
128	G	13,677.36	14,440.27	15,245.27	16,094.82	16,991.91	78.606	203,902.92
128	H	13,711.09	14,475.82	15,282.82	16,134.45	17,033.73	78.800	204,404.76
128	J	13,744.82	14,511.36	15,320.36	16,174.09	17,075.55	78.993	204,906.60
128	K	13,778.55	14,546.91	15,357.91	16,213.73	17,117.36	79.187	205,408.32
128	L	13,812.27	14,582.45	15,395.45	16,253.36	17,159.18	79.381	205,910.16
129	A	13,846.00	14,618.00	15,433.00	16,293.00	17,201.00	79.575	206,412.00
129	B	13,880.64	14,654.55	15,471.55	16,333.73	17,244.00	79.774	206,928.00
129	C	13,915.27	14,691.09	15,510.09	16,374.45	17,287.00	79.973	207,444.00
129	D	13,949.91	14,727.64	15,548.64	16,415.18	17,330.00	80.172	207,960.00
129	E	13,984.55	14,764.18	15,587.18	16,455.91	17,373.00	80.371	208,476.00
129	F	14,019.18	14,800.73	15,625.73	16,496.64	17,416.00	80.570	208,992.00
129	G	14,053.82	14,837.27	15,664.27	16,537.36	17,459.00	80.769	209,508.00
129	H	14,088.45	14,873.82	15,702.82	16,578.09	17,502.00	80.968	210,024.00
129	J	14,123.09	14,910.36	15,741.36	16,618.82	17,545.00	81.167	210,540.00

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES						
		1	2	3	4	5		
		NOTE 2	1	2	3	4	FIRST	TOP
			NOTE 3	1	2	3	STEP	STEP
				NOTE 4	1	2	HOURLY	ANNUAL
					NOTE 5	1	RATE	RATE
129	K	14,157.73	14,946.91	15,779.91	16,659.55	17,588.00	81.366	211,056.00
129	L	14,192.36	14,983.45	15,818.45	16,700.27	17,631.00	81.565	211,572.00
130	A	14,227.00	15,020.00	15,857.00	16,741.00	17,674.00	81.764	212,088.00
130	B	14,262.55	15,057.55	15,896.64	16,782.82	17,718.18	81.969	212,618.16
130	C	14,298.09	15,095.09	15,936.27	16,824.64	17,762.36	82.173	213,148.32
130	D	14,333.64	15,132.64	15,975.91	16,866.45	17,806.55	82.377	213,678.60
130	E	14,369.18	15,170.18	16,015.55	16,908.27	17,850.73	82.582	214,208.76
130	F	14,404.73	15,207.73	16,055.18	16,950.09	17,894.91	82.786	214,738.92
130	G	14,440.27	15,245.27	16,094.82	16,991.91	17,939.09	82.990	215,269.08
130	H	14,475.82	15,282.82	16,134.45	17,033.73	17,983.27	83.194	215,799.24
130	J	14,511.36	15,320.36	16,174.09	17,075.55	18,027.45	83.399	216,329.40
130	K	14,546.91	15,357.91	16,213.73	17,117.36	18,071.64	83.603	216,859.68
130	L	14,582.45	15,395.45	16,253.36	17,159.18	18,115.82	83.807	217,389.84
131	A	14,618.00	15,433.00	16,293.00	17,201.00	18,160.00	84.012	217,920.00
131	B	14,654.55	15,471.55	16,333.73	17,244.00	18,205.36	84.223	218,464.32
131	C	14,691.09	15,510.09	16,374.45	17,287.00	18,250.73	84.432	219,008.76
131	D	14,727.64	15,548.64	16,415.18	17,330.00	18,296.09	84.642	219,553.08
131	E	14,764.18	15,587.18	16,455.91	17,373.00	18,341.45	84.852	220,097.40
131	F	14,800.73	15,625.73	16,496.64	17,416.00	18,386.82	85.062	220,641.84
131	G	14,837.27	15,664.27	16,537.36	17,459.00	18,432.18	85.272	221,186.16
131	H	14,873.82	15,702.82	16,578.09	17,502.00	18,477.55	85.482	221,730.60
131	J	14,910.36	15,741.36	16,618.82	17,545.00	18,522.91	85.692	222,274.92
131	K	14,946.91	15,779.91	16,659.55	17,588.00	18,568.27	85.902	222,819.24
131	L	14,983.45	15,818.45	16,700.27	17,631.00	18,613.64	86.112	223,363.68
132	A	15,020.00	15,857.00	16,741.00	17,674.00	18,659.00	86.322	223,908.00

**MANAGEMENT APPRAISAL AND PERFORMANCE PLAN  
SALARY STRUCTURE TABLES**

**Table K -- Effective January 1, 2006**

**Salary Structure for Management Classifications -- (R schedule)**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>
1	39,623	49,528	59,434
2	42,595	53,243	63,892
3	45,789	57,236	68,683
4	49,224	61,530	73,835
5	52,916	66,144	79,373
6	56,884	71,106	85,327
7	61,150	76,438	91,726
8	65,737	82,171	98,606
9	70,668	88,334	106,001
10	75,968	94,960	113,951
11	81,665	102,082	122,499
12	87,788	109,738	131,687
13	94,376	117,969	141,563
14	101,454	126,818	152,181
15	109,063	136,329	163,594
16	117,243	146,554	175,864
17	126,035	157,545	189,054
18	135,489	169,360	203,232
19	145,650	182,063	218,475
20	156,574	195,717	234,861

**Salary Structure for Attorney Classifications -- (A schedule)**

A1	119,736	149,672	179,606
A2	122,886	153,608	184,329
A3	126,039	157,548	189,059
A4	129,187	161,485	193,781

**MANAGEMENT APPRAISAL AND PERFORMANCE PLAN  
SALARY STRUCTURE TABLES**

**Table L -- Effective October 1, 2006**

**Salary Structure for Management Classifications -- (R schedule)**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>
1	41,208	51,509	61,811
2	44,299	55,373	66,448
3	47,621	59,525	71,430
4	51,193	63,991	76,788
5	55,033	68,790	82,548
6	59,159	73,950	88,740
7	63,596	79,496	95,395
8	68,366	85,458	102,550
9	73,495	91,867	110,241
10	79,007	98,758	118,509
11	84,932	106,165	127,399
12	91,300	114,128	136,954
13	98,151	122,688	147,226
14	105,512	131,891	158,268
15	113,426	141,782	170,138
16	121,933	152,416	182,899
17	131,076	163,847	196,616
18	140,909	176,134	211,361
19	151,476	189,346	227,214
20	162,837	203,546	244,255

**Salary Structure for Attorney Classifications -- (A schedule)**

A1	124,525	155,659	186,790
A2	127,801	159,752	191,702
A3	131,081	163,850	196,621
A4	134,354	167,944	201,532

**MANAGEMENT APPRAISAL AND PERFORMANCE PLAN  
SALARY STRUCTURE TABLES**

**Table M -- Effective July 1, 2007**

**Salary Structure for Management Classifications -- (R schedule)**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>
1	42,341	52,926	63,511
2	45,517	56,895	68,275
3	48,930	61,162	73,395
4	52,601	65,751	78,900
5	56,546	70,681	84,818
6	60,786	75,984	91,180
7	65,345	81,682	98,018
8	70,247	87,808	105,370
9	75,516	94,394	113,273
10	81,179	101,474	121,768
11	87,267	109,085	130,902
12	93,810	117,266	140,721
13	100,850	126,062	151,274
14	108,414	135,518	162,621
15	116,545	145,681	174,817
16	125,286	156,608	187,928
17	134,681	168,353	202,023
18	144,784	180,978	217,174
19	155,642	194,553	233,462
20	167,315	209,143	250,972

**Salary Structure for Attorney Classifications -- (A schedule)**

A1	127,950	159,939	191,927
A2	131,316	164,146	196,974
A3	134,685	168,356	202,028
A4	138,049	172,563	207,074

**MANAGEMENT APPRAISAL AND PERFORMANCE PLAN  
SALARY STRUCTURE TABLES**

**Table N -- Effective January 1, 2008**

**Salary Structure for Management Classifications -- (R schedule)**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>
1	43,611	54,513	65,417
2	46,883	58,602	70,323
3	50,398	62,997	75,596
4	54,179	67,723	81,267
5	58,242	72,802	87,363
6	62,610	78,263	93,916
7	67,305	84,132	100,959
8	72,354	90,442	108,531
9	77,781	97,226	116,671
10	83,615	104,518	125,421
11	89,885	112,357	134,830
12	96,625	120,784	144,942
13	103,876	129,844	155,812
14	111,666	139,583	167,499
15	120,041	150,052	180,061
16	129,044	161,306	193,566
17	138,721	173,403	208,084
18	149,127	186,407	223,689
19	160,311	200,389	240,466
20	172,334	215,417	258,502

**Salary Structure for Attorney Classifications -- (A schedule)**

A1	131,788	164,738	197,685
A2	135,255	169,070	202,883
A3	138,726	173,406	208,089
A4	142,191	177,740	213,287

**MANAGEMENT APPRAISAL AND PERFORMANCE PLAN  
SALARY STRUCTURE TABLES**

**Table O -- Effective January 1, 2009**

**Salary Structure for Management Classifications -- (R schedule)**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>
1	44,920	56,149	67,379
2	48,289	60,360	72,433
3	51,910	64,887	77,864
4	55,804	69,755	83,705
5	59,990	74,986	89,983
6	64,488	80,611	96,733
7	69,324	86,656	103,988
8	74,525	93,155	111,787
9	80,115	100,142	120,171
10	86,123	107,654	129,184
11	92,582	115,728	138,874
12	99,523	124,408	149,291
13	106,992	133,739	160,487
14	115,016	143,771	172,524
15	123,642	154,553	185,463
16	132,916	166,145	199,373
17	142,883	178,605	214,326
18	153,601	192,000	230,400
19	165,120	206,401	247,680
20	177,504	221,880	266,257

**Salary Structure for Attorney Classifications -- (A schedule)**

A1	135,742	169,680	203,615
A2	139,313	174,142	208,970
A3	142,888	178,609	214,332
A4	146,456	183,072	219,685

PHYSICIAN P SCHEDULE TABLES

TABLE J

See Section 6.08.200 B  
Physician P Schedule

For the Period Commencing January 1, 2006

Monthly Step Rates

Schedule Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	6,636	6,818	7,006	7,198	7,396	7,600	7,809	8,023	8,244	8,471	8,704	8,943	N/A
2	7,395	7,598	7,807	8,022	8,243	8,469	8,702	8,941	9,187	9,440	9,700	9,966	10,240
3	7,598	7,807	8,022	8,243	8,469	8,702	8,941	9,187	9,440	9,700	9,966	10,240	10,522
4	7,807	8,022	8,243	8,469	8,702	8,941	9,187	9,440	9,700	9,966	10,240	10,522	10,811
5	8,022	8,243	8,469	8,702	8,941	9,187	9,440	9,700	9,966	10,240	10,522	10,811	11,109
6	8,243	8,469	8,702	8,941	9,187	9,440	9,700	9,966	10,240	10,522	10,811	11,109	11,414
7	8,469	8,702	8,941	9,187	9,440	9,700	9,966	10,240	10,522	10,811	11,109	11,414	11,728
8	8,702	8,941	9,187	9,440	9,700	9,966	10,240	10,522	10,811	11,109	11,414	11,728	12,051
9	8,941	9,187	9,440	9,700	9,966	10,240	10,522	10,811	11,109	11,414	11,728	12,051	12,382
10	9,187	9,440	9,700	9,966	10,240	10,522	10,811	11,109	11,414	11,728	12,051	12,382	12,722
11	9,440	9,700	9,966	10,240	10,522	10,811	11,109	11,414	11,728	12,051	12,382	12,722	13,072
12	9,700	9,966	10,240	10,522	10,811	11,109	11,414	11,728	12,051	12,382	12,722	13,072	13,432
13	9,966	10,240	10,522	10,811	11,109	11,414	11,728	12,051	12,382	12,722	13,072	13,432	13,801
14	10,240	10,522	10,811	11,109	11,414	11,728	12,051	12,382	12,722	13,072	13,432	13,801	14,181
15	10,522	10,811	11,109	11,414	11,728	12,051	12,382	12,722	13,072	13,432	13,801	14,181	14,571
16	10,811	11,109	11,414	11,728	12,051	12,382	12,722	13,072	13,432	13,801	14,181	14,571	14,971
17	11,109	11,414	11,728	12,051	12,382	12,722	13,072	13,432	13,801	14,181	14,571	14,971	15,383
18	11,414	11,728	12,051	12,382	12,722	13,072	13,432	13,801	14,181	14,571	14,971	15,383	15,806
19	11,728	12,051	12,382	12,722	13,072	13,432	13,801	14,181	14,571	14,971	15,383	15,806	16,241
20	12,051	12,382	12,722	13,072	13,432	13,801	14,181	14,571	14,971	15,383	15,806	16,241	16,687

**PHYSICIAN P SCHEDULE TABLES  
TABLE K**

See Section 6.08.200 B  
Physician P Schedule

For the Period Commencing October 1, 2006

**Monthly Step Rates**

Schedule Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	6,901	7,091	7,286	7,486	7,692	7,904	8,121	8,344	8,574	8,810	9,052	9,301	N/A
2	7,691	7,902	8,119	8,343	8,573	8,808	9,050	9,299	9,554	9,818	10,088	10,365	10,650
3	7,902	8,119	8,343	8,573	8,808	9,050	9,299	9,554	9,818	10,088	10,365	10,650	10,943
4	8,119	8,343	8,573	8,808	9,050	9,299	9,554	9,818	10,088	10,365	10,650	10,943	11,243
5	8,343	8,573	8,808	9,050	9,299	9,554	9,818	10,088	10,365	10,650	10,943	11,243	11,553
6	8,573	8,808	9,050	9,299	9,554	9,818	10,088	10,365	10,650	10,943	11,243	11,553	11,871
7	8,808	9,050	9,299	9,554	9,818	10,088	10,365	10,650	10,943	11,243	11,553	11,871	12,197
8	9,050	9,299	9,554	9,818	10,088	10,365	10,650	10,943	11,243	11,553	11,871	12,197	12,533
9	9,299	9,554	9,818	10,088	10,365	10,650	10,943	11,243	11,553	11,871	12,197	12,533	12,877
10	9,554	9,818	10,088	10,365	10,650	10,943	11,243	11,553	11,871	12,197	12,533	12,877	13,231
11	9,818	10,088	10,365	10,650	10,943	11,243	11,553	11,871	12,197	12,533	12,877	13,231	13,595
12	10,088	10,365	10,650	10,943	11,243	11,553	11,871	12,197	12,533	12,877	13,231	13,595	13,969
13	10,365	10,650	10,943	11,243	11,553	11,871	12,197	12,533	12,877	13,231	13,595	13,969	14,353
14	10,650	10,943	11,243	11,553	11,871	12,197	12,533	12,877	13,231	13,595	13,969	14,353	14,748
15	10,943	11,243	11,553	11,871	12,197	12,533	12,877	13,231	13,595	13,969	14,353	14,748	15,154
16	11,243	11,553	11,871	12,197	12,533	12,877	13,231	13,595	13,969	14,353	14,748	15,154	15,570
17	11,553	11,871	12,197	12,533	12,877	13,231	13,595	13,969	14,353	14,748	15,154	15,570	15,998
18	11,871	12,197	12,533	12,877	13,231	13,595	13,969	14,353	14,748	15,154	15,570	15,998	16,438
19	12,197	12,533	12,877	13,231	13,595	13,969	14,353	14,748	15,154	15,570	15,998	16,438	16,891
20	12,533	12,877	13,231	13,595	13,969	14,353	14,748	15,154	15,570	15,998	16,438	16,891	17,354

**MANAGEMENT PHYSICIAN M SCHEDULE TABLES**

**TABLE G**

See Section 6.08.200 B

Management Physician M Schedule

For the Period Commencing January 1, 2006

**Monthly Step Rates**

Schedule Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	7,041	7,234	7,433	7,638	7,848	8,064	8,285	8,513	8,747	8,988	9,235	9,489	N/A
2	7,846	8,062	8,284	8,512	8,746	8,986	9,233	9,487	9,748	10,016	10,292	10,575	10,865
3	8,062	8,284	8,512	8,746	8,986	9,233	9,487	9,748	10,016	10,292	10,575	10,865	11,164
4	8,284	8,512	8,746	8,986	9,233	9,487	9,748	10,016	10,292	10,575	10,865	11,164	11,471
5	8,512	8,746	8,986	9,233	9,487	9,748	10,016	10,292	10,575	10,865	11,164	11,471	11,787
6	8,746	8,986	9,233	9,487	9,748	10,016	10,292	10,575	10,865	11,164	11,471	11,787	12,111
7	8,986	9,233	9,487	9,748	10,016	10,292	10,575	10,865	11,164	11,471	11,787	12,111	12,444
8	9,233	9,487	9,748	10,016	10,292	10,575	10,865	11,164	11,471	11,787	12,111	12,444	12,786
9	9,487	9,748	10,016	10,292	10,575	10,865	11,164	11,471	11,787	12,111	12,444	12,786	13,138
10	9,748	10,016	10,292	10,575	10,865	11,164	11,471	11,787	12,111	12,444	12,786	13,138	13,499
11	10,016	10,292	10,575	10,865	11,164	11,471	11,787	12,111	12,444	12,786	13,138	13,499	13,870
12	10,292	10,575	10,865	11,164	11,471	11,787	12,111	12,444	12,786	13,138	13,499	13,870	14,252
13	10,575	10,865	11,164	11,471	11,787	12,111	12,444	12,786	13,138	13,499	13,870	14,252	14,643
14	10,865	11,164	11,471	11,787	12,111	12,444	12,786	13,138	13,499	13,870	14,252	14,643	15,046
14A	12,370	12,711	13,060	13,419	13,788	14,167	14,557	14,957	15,369	15,791	16,226	16,672	17,130
15	11,164	11,471	11,787	12,111	12,444	12,786	13,138	13,499	13,870	14,252	14,643	15,046	15,460
16	11,471	11,787	12,111	12,444	12,786	13,138	13,499	13,870	14,252	14,643	15,046	15,460	15,885
17	11,787	12,111	12,444	12,786	13,138	13,499	13,870	14,252	14,643	15,046	15,460	15,885	16,322
18	12,111	12,444	12,786	13,138	13,499	13,870	14,252	14,643	15,046	15,460	15,885	16,322	16,771
19	12,444	12,786	13,138	13,499	13,870	14,252	14,643	15,046	15,460	15,885	16,322	16,771	17,232
20	12,786	13,138	13,499	13,870	14,252	14,643	15,046	15,460	15,885	16,322	16,771	17,232	17,706

**MANAGEMENT PHYSICIAN M SCHEDULE TABLES**

**TABLE H**

See Section 6.08.200 B  
Management Physician M Schedule

For the Period Commencing October 1, 2006

**Monthly Step Rates**

Schedule Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	7,323	7,523	7,730	7,944	8,162	8,387	8,616	8,854	9,097	9,348	9,604	9,869	N/A
2	8,160	8,384	8,615	8,852	9,096	9,345	9,602	9,866	10,138	10,417	10,704	10,998	11,300
3	8,384	8,615	8,852	9,096	9,345	9,602	9,866	10,138	10,417	10,704	10,998	11,300	11,611
4	8,615	8,852	9,096	9,345	9,602	9,866	10,138	10,417	10,704	10,998	11,300	11,611	11,930
5	8,852	9,096	9,345	9,602	9,866	10,138	10,417	10,704	10,998	11,300	11,611	11,930	12,258
6	9,096	9,345	9,602	9,866	10,138	10,417	10,704	10,998	11,300	11,611	11,930	12,258	12,595
7	9,345	9,602	9,866	10,138	10,417	10,704	10,998	11,300	11,611	11,930	12,258	12,595	12,942
8	9,602	9,866	10,138	10,417	10,704	10,998	11,300	11,611	11,930	12,258	12,595	12,942	13,297
9	9,866	10,138	10,417	10,704	10,998	11,300	11,611	11,930	12,258	12,595	12,942	13,297	13,664
10	10,138	10,417	10,704	10,998	11,300	11,611	11,930	12,258	12,595	12,942	13,297	13,664	14,039
11	10,417	10,704	10,998	11,300	11,611	11,930	12,258	12,595	12,942	13,297	13,664	14,039	14,425
12	10,704	10,998	11,300	11,611	11,930	12,258	12,595	12,942	13,297	13,664	14,039	14,425	14,822
13	10,998	11,300	11,611	11,930	12,258	12,595	12,942	13,297	13,664	14,039	14,425	14,822	15,229
14	11,300	11,611	11,930	12,258	12,595	12,942	13,297	13,664	14,039	14,425	14,822	15,229	15,648
14A	12,865	13,219	13,582	13,956	14,340	14,734	15,139	15,555	15,984	16,423	16,875	17,339	17,815
15	11,611	11,930	12,258	12,595	12,942	13,297	13,664	14,039	14,425	14,822	15,229	15,648	16,078
16	11,930	12,258	12,595	12,942	13,297	13,664	14,039	14,425	14,822	15,229	15,648	16,078	16,520
17	12,258	12,595	12,942	13,297	13,664	14,039	14,425	14,822	15,229	15,648	16,078	16,520	16,975
18	12,595	12,942	13,297	13,664	14,039	14,425	14,822	15,229	15,648	16,078	16,520	16,975	17,442
19	12,942	13,297	13,664	14,039	14,425	14,822	15,229	15,648	16,078	16,520	16,975	17,442	17,921
20	13,297	13,664	14,039	14,425	14,822	15,229	15,648	16,078	16,520	16,975	17,442	17,921	18,414

**MENTAL HEALTH PSYCHIATRIST B RANGE TABLE**

See Section 6.08.200 B

For the Period Commencing on the Effective Date

**Monthly Step Rates**

<b>Effective Date</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>
11/01/00	8,077	8,300	8,528	8,762	9,003	9,251	9,505	9,767	10,035	10,311	10,959	10,886	11,185
07/01/01	8,199	8,424	8,656	8,894	9,138	9,390	9,648	9,913	10,186	10,466	10,754	11,049	11,353
10/01/01	8,445	8,677	8,915	9,161	9,412	9,671	9,937	10,211	10,491	10,780	11,076	11,381	11,694
07/01/02	8,571	8,807	9,049	9,298	9,554	9,816	10,086	10,364	10,649	10,942	11,242	11,552	11,869
10/01/02	8,828	9,071	9,321	9,577	9,840	10,111	10,389	10,675	10,968	11,270	11,580	11,898	12,225
01/01/05	9,049	9,298	9,554	9,816	10,086	10,364	10,649	10,941	11,242	11,552	11,869	12,196	12,531
01/01/06	9,275	9,530	9,792	10,062	10,338	10,623	10,915	11,215	11,523	11,840	12,166	12,500	12,844
10/01/06	9,646	9,912	10,184	10,464	10,752	11,048	11,351	11,664	11,984	12,314	12,653	13,001	13,358
07/01/07	10,177	10,457	10,744	11,040	11,343	11,655	11,976	12,305	12,643	12,991	13,348	13,716	14,093
01/01/08	10,482	10,770	11,067	11,371	11,684	12,005	12,335	12,674	13,023	13,381	13,749	14,127	14,515
07/01/08	10,954	11,255	11,565	11,883	12,209	12,545	12,890	13,245	13,609	13,983	14,368	14,763	15,169
01/01/09	11,282	11,593	11,912	12,239	12,576	12,921	13,277	13,642	14,017	14,403	14,799	15,206	15,624

**TABLE A**  
**Registered Nursing Schedule**

**Monthly Step Rates for the Period Commencing November 28, 2006**

Year Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19+	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
RN I	4940.00	5038.80	5139.58	5242.37	5347.21	5454.16	5563.24	5674.51	5788.00	5903.76	6021.83	6142.27	6265.11	6390.42	6518.59	6648.59	6781.56	6917.19	7055.54	7196.65
RN I, Sheriff	4940.00	5038.80	5139.58	5242.37	5347.21	5454.16	5563.24	5674.51	5788.00	5903.76	6021.83	6142.27	6265.11	6390.42	6518.59	6648.59	6781.56	6917.19	7055.54	7196.65
RN II	5088.20	5189.96	5293.76	5399.64	5507.63	5617.78	5730.14	5844.74	5961.64	6080.87	6202.49	6326.54	6453.07	6582.13	6713.77	6848.05	6985.01	7124.71	7267.20	7412.55
RN II, Sheriff	5088.20	5189.96	5293.76	5399.64	5507.63	5617.78	5730.14	5844.74	5961.64	6080.87	6202.49	6326.54	6453.07	6582.13	6713.77	6848.05	6985.01	7124.71	7267.20	7412.55
RN III	5240.85	5345.66	5452.58	5561.63	5672.86	5786.32	5902.04	6020.08	6140.49	6263.30	6388.56	6516.33	6646.66	6779.59	6915.18	7053.49	7194.56	7338.45	7485.22	7634.92
RN III, Sheriff	5240.85	5345.66	5452.58	5561.63	5672.86	5786.32	5902.04	6020.08	6140.49	6263.30	6388.56	6516.33	6646.66	6779.59	6915.18	7053.49	7194.56	7338.45	7485.22	7634.92

**SECTION 6.** Section 6.28.050 (Tables of classes of positions with salary schedule

and level) is hereby amended to change only the salary of the following classes:

<b>ITEM NO.</b>	<b>TITLE</b>	<b>EFFECTIVE DATE</b>	<b>SALARY OR SALARY SCHEDULE AND LEVEL</b>
1032	ASST CHIEF, MAPPING & PROP MGMT, PW	01/01/2006	104F
		10/01/2006	105L
		<del>07/01/2007</del>	<del>105L</del> NN
		<del>01/01/2008</del>	<del>107A</del> NN
		<del>07/01/2008</del>	<del>107A</del> NM
		<del>01/01/2009</del>	<del>108B</del> NM
		<u>04/01/2007</u>	<u>110J</u>
		<u>01/01/2008</u>	<u>111K</u>
		<u>01/01/2009</u>	<u>112L</u>
		3438	PRINCIPAL ENGINEER
10/01/2006	107J		
<del>04/01/2007</del>	<del>109J</del>		
<del>01/01/2008</del>	<del>110K</del>		
<del>01/01/2009</del>	<del>111L</del>		
<u>04/01/2007</u>	<u>110J</u>		
<u>01/01/2008</u>	<u>111K</u>		
<u>01/01/2009</u>	<u>112L</u>		
4375	SUPVG ENGINEERING GEOLOGIST IV	01/01/2006	104F
		10/01/2006	105L
		<del>04/01/2007</del>	<del>107L</del>
		<del>01/01/2008</del>	<del>109A</del>
		<del>01/01/2009</del>	<del>110B</del>
		<u>04/01/2007</u>	<u>110J</u>
		<u>01/01/2008</u>	<u>111K</u>
		<u>01/01/2009</u>	<u>112L</u>

**SECTION 7.** Section 6.28.050-25 is hereby amended to read as follows:

**6.28.050-25 Notes to Section 6.28.050.**

. . .

**NOTE MY.** Notwithstanding any other provision of this Title 6, persons employed in this position shall be compensated on a twelve-step salary range; the sixth, seventh, eighth, ninth and tenth steps being the fifth step of the indicated salary range which is two, four, six, eight, and ten standard salary schedules, respectively, above the indicated salary range; the eleventh step being the fifth step of the indicated salary range which is eleven standard salary schedules above the indicated salary range and the twelfth step being the fifth step of the indicated salary range which is twelve standards salary schedules above the indicated salary range. Advancement to the sixth, seventh, eight, ninth, tenth, eleventh, and twelfth step shall be granted upon completion of 12 months of service at each of the previous steps. The rate or rates established by this provision constitute a base rate.

. . .

**NOTE NY.** Notwithstanding any other provision of this Title 6, persons employed in this position shall be compensated on an eleven-step salary range; the sixth, seventh, eighth, ninth, and tenth steps being the fifth step of the indicated salary range which is two, four, six, eight, and ten standard salary schedules, respectively, above the indicated salary range and the eleventh step being the fifth step of the indicated salary range which is eleven standard salary schedules above the indicated salary range.

Advancement to the sixth, seventh, eighth, ninth, tenth and eleventh steps shall be granted upon completion of 12 months of service at each of the previous steps. The rate or rates established by this provision constitute a base rate.

. . .

**SECTION 8.** Section 6.33.020 (Alternate Public Defender – Additional information) is hereby amended to read as follows:

**6.33.020 Additional information.**

A. Notwithstanding any other provisions of this code, persons employed on the item of Deputy Public Defender II (Item No. 9248A) and assigned to the Antelope Valley Area Office in Lancaster shall be compensated on an abbreviated salary range, the first step of which is the fifth step of the indicated salary range. When such persons cease to hold this assignment, their salary shall be adjusted to reflect that step within the salary range for Deputy Public Defender II which such persons would have earned had they been employed without respect to the provisions of this subsection.

A-B. Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis, and who reside more than 30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

<b>Item No.</b>	<b>Title</b>
9251	Deputy Public Defender III
9252	Deputy Public Defender IV
9253	Head Deputy Public Defender

If such person moves and no longer resides outside the 30 mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

BC. Beginning October 1, 2006, persons employed on a position of Lieutenant, Public Defender, (Item No. 2906) shall be eligible to receive longevity pay based on years of County service in accordance with the following implementation schedule:

1. Effective October 1, 2006, in addition to the compensation provided for in Section 6.28.050 of this Title 6, an eligible employee under this section shall be paid additional compensation of 12 standard salary levels higher than he/she would otherwise be entitled to upon the completion of 19 years of County service.

. . .

**SECTION 9.** Section 6.34.020 (Department of Animal Care and Control – Additional information) is hereby added to read as follows:

**Chapter 6.34**

**DEPARTMENT OF ANIMAL CARE AND CONTROL**

**Sections:**

6.34.010 Positions.  
6.34.020 Additional information.

. . .

**6.34.020 Additional information.**

In addition to other compensation provided for in this code, any person employed on a permanent, full-time basis as an Animal Control Manager (Item No. 3004) who is assigned to serve as the Board liaison for the unincorporated areas of the County of

Los Angeles shall, during the period of said assignment, be compensated at a rate of 5.5% higher than that provided for this classification in Section 6.28.050 of this code. The rate established by this provision shall constitute a base rate.

**SECTION 10.** Section 6.38.020 (Assessor) is hereby added to read as follows:

**Chapter 6.38**

**ASSESSOR**

**Sections:**

6.38.010      Positions.  
6.38.020      Additional information.

. . .

**6.38.020      Additional information.**

Any person who is employed on a permanent, full-time position who possesses an advanced Appraiser Certification issued by the State Board of Equalization, as described in Section 671 of the Revenue and Taxation Code, will receive additional compensation of \$55 per pay period (\$110 per month). Effective July 1, 2007, this amount will increase to \$65 per pay period (\$130 per month). Any such compensation shall not constitute a base rate.

**SECTION 11.** Section 6.40.020 (Auditor-Controller) is hereby amended to read as follows:

**6.40.020 Additional information.**

A. ~~Any person employed in one of the following classes who possesses a valid Certified Public Accountant license issued by the State Board of Accountancy or a valid Certified Internal Auditor certificate issued by the Institute of Internal Auditors, or a valid Certified Information Systems Auditor certificate issued by the Information Systems Audit and Control Association, and who is assigned by the auditor-controller to serve on the executive policy committee or to perform or direct the performance of audits in accordance with generally accepted auditing standards of the United States General Accounting Office and the American Institute of Certified Public Accountants or to perform systems analyses for major county business systems, shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:~~

<b>Title</b>	<b>Item No.</b>
<del>Accountant-Auditor</del>	<del>0675</del>
<del>Accounting Systems Analyst I</del>	<del>2647</del>
<del>Accounting Systems Analyst II</del>	<del>2648</del>
<del>Assistant Auditor-Controller (UC)</del>	<del>0721</del>
<del>Auditor-Controller</del>	<del>0728</del>
<del>Chief Accountant-Auditor</del>	<del>0685</del>
<del>Chief Accounting Systems Analyst</del>	<del>2653</del>
<del>Chief Deputy Auditor-Controller (UC)</del>	<del>0727</del>
<del>Division Chief, Auditor-Controller</del>	<del>0723</del>
<del>Fiscal Advisor, Auditor-Controller</del>	<del>0719</del>
<del>Intermediate Accountant-Auditor</del>	<del>0677</del>
<del>Principal Accountant-Auditor</del>	<del>0682</del>
<del>Principal Accounting Systems Analyst</del>	<del>2652</del>

<b>Title</b>	<b>Item No.</b>
Senior Accountant-Auditor	0679
Senior Accounting Systems Analyst	2649

~~B. Any person employed in one of the following classes who possesses a valid Certified Public Accountant license issued by the state of California and who is assigned by the auditor-controller to participate in the preparation of the county's comprehensive annual financial report in accordance with generally accepted accounting principles promulgated by the American Institute of Certified Public Accountants and the Governmental Accounting Standards Board, shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:~~

<b>Title</b>	<b>Item No.</b>
Chief Accountant	0652
Intermediate Accountant-Auditor	0677
Principal Accountant-Auditor	0682
Principal Accountant, Auditor-Controller	0654
Senior Accountant-Auditor	0679
Supervising Accountant, Auditor-Controller	0653

An employee who possesses a valid Certified Public Accountant license issued by the State Board of Accountancy; valid Certified Internal Auditor certificate issued by the Institute of Internal Auditors; valid Certified Information Systems Auditor certificate issued by the Information Systems Audit and Control Association shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code providing such person is performing applicable financial,

systems, or accounting functions.

~~C.B.~~ In no event shall a person receive compensation pursuant to either subsection A or ~~subsection B~~ of this section for any period prior to the date on which he/she presents at least one of the certificates designated therein to the auditor-controller or person designated by the auditor-controller, nor shall any person receive compensation pursuant to subsection A of this section for more than one of the certificates designated therein.

**SECTION 12.** Section 6.53.020 (Department of Children and Family Services) is hereby amended to read as follows:

**6.53.020 Additional information.**

. . .

~~D. Notwithstanding any other provision of this Title 6, effective January 1, 1999, any person employed as a Children Services Administrator I (Item No. 9086) or Children Services Administrator II (Item No. 9087) who has been on the top step of the range at least one year shall be entitled to receive compensation at a rate 12 levels higher than that established for these positions in Section 6.28.050 of this code. The rate established by this section shall constitute a base rate.~~

**SECTION 13.** Section 6.55.020 (Child Support Services Department) is hereby amended to read as follows:

**6.55.020 Additional information.**

A. \_\_\_\_\_ Notwithstanding any other provision of this Title 6, any person who holds the position of Assistant Bureau Chief, DA (UC) (Item No. 9957), in the Bureau of Family Support Operations in the District Attorney' s Office, on June 30, 2001 and who is appointed to Deputy Director, Child Support Services (UC) (Item No. 1733) on July 1, 2001 or thereafter, and whose salary as Assistant Bureau Chief, DA (UC), is above the top of the MAPP range for the Deputy Director, Child Support Services (UC) position, shall be entitled to receive compensation which maintains the same percentage differential between the person' s salary rate on June 30, 2001 and the top of the salary range for the Deputy Director, Child Support Services (UC) on July 1, 2001. This rate shall continue for as long as the employee holds a position in the class of Deputy Director, Child Support Services (UC). The rate established by this section shall ~~be~~ constitute a base rate.

B. Notwithstanding any other provisions of this code, persons employed on the item of Attorney II, Child Support Services (Item No. 9285A) and assigned to the Antelope Valley Area Office in Lancaster shall be compensated on an abbreviated salary range, the first step of which is the fifth step of the indicated salary range. When

such persons cease to hold this assignment, their salary shall be adjusted to reflect that step within the salary range for Attorney II, Child Support Services which such persons would have earned had they been employed without respect to the provisions of this subsection.

C. Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis and who reside more than 30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

<u>Item No.</u>	<u>Title</u>
<u>9286</u>	<u>Attorney III, Child Support Services</u>
<u>9287</u>	<u>Attorney IV, Child Support Services</u>
<u>9288</u>	<u>Head Attorney, Child Support Services</u>

If such person moves and no longer resides outside the 30-mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

. . .

**SECTION 14.** Section 6.64.020 (County Counsel) is hereby added to read as follows:

**6.64.020 Additional information.**

. . .

C. Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis and who reside more than

30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

<u>Item No.</u>	<u>Title</u>
<u>9202</u>	<u>Associate County Counsel</u>
<u>9204</u>	<u>Senior Associate County Counsel</u>
<u>9206</u>	<u>Deputy County Counsel</u>
<u>9207</u>	<u>Senior Deputy County Counsel</u>

If such person moves and no longer resides outside the 30-mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

**SECTION 15.** Section 6.70.020 (District Attorney) is hereby amended to read as follows:

**6.70.020 Additional information.**

. . .

B. 1. Notwithstanding any other provisions of this code, ~~the persons~~ employed on the item of Deputy District Attorney II (Item No. 9272A) and assigned to the Antelope Valley Area Office in Lancaster shall be compensated on a ~~three-step~~ an abbreviated salary range, the first step of which is the fifth step of the indicated salary range. When such persons ~~ceases~~ to hold this assignment, ~~his~~ their salary shall be adjusted to reflect that step within the salary range for Deputy District Attorney II which ~~he~~ such persons would have earned had ~~he~~ they been employed without respect to the provisions of this subsection.

2. Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis and who reside more than 30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

Item No.	Title
9273	Deputy District Attorney III
9274	Deputy District Attorney IV
9277	Head Deputy District Attorney

If such person moves and no longer resides outside the 30-mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

. . .

**SECTION 16.** Section 6.104.020 (Public Defender – Additional information) is hereby amended to read as follows:

**6.104.020 Additional information.**

A. Notwithstanding any other provision of this code, the person employed on the item of Deputy Public Defender II (Item No. 9248A) and assigned to the Antelope Valley Area Office in Lancaster shall be compensated on ~~a three-step~~ an abbreviated salary range, the first step of which is the fifth step of the indicated salary range. When such persons ceases to hold this assignment, ~~his~~ their salary shall be adjusted to reflect

that step within the salary range for Deputy Public Defender II which ~~he~~ such persons would have earned had ~~he~~ they been employed without respect to the provisions of this subsection.

B. Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis, and who reside more than 30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

<b>Item No.</b>	<b>Title</b>
9251	Deputy Public Defender III
9252	Deputy Public Defender IV
9253	Head Deputy Public Defender

If such person moves and no longer resides outside the 30 mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

. . .

**SECTION 17.** Section 6.109.020 (Department of Public Works – Additional Information) is hereby added to read as follows:

**6.109.020 Additional information.**

**J. Assignment bonuses.**

1. Notwithstanding any other provision of this code, persons assigned to the Waterworks and Sewer Maintenance Division in the classes of Assistant Electro-Mechanic (Item No. 6490), Electro-Mechanic (Item No. 6492), Electro-Mechanic Working Supervisor (Item No. 6495), Electro-Mechanic Supervisor (Item No. 6498),

Helper, Electrical (Item No. 6349), Public Works Laborer (Item No. 5922), Public Works Maintenance Worker (Item No. 5923), or Public Works Crew Leader (Item No. 5924) who are engaged on a permanent full-time basis in sewer maintenance duties shall be compensated at a rate two salary schedules higher than that otherwise provided for in Section 6.28.140 of this code. Such rate or rates shall constitute a base rate.

2. Notwithstanding any other provision of this code, persons employed in classes listed under subsection 1 of this section who are assigned to a crew engaged in the inspection, repair and maintenance of underground storm drains shall, for each pay period such employee is primarily engaged in such duties, as determined by management, be compensated at a salary two schedules higher than that salary otherwise provided for in Section 6.28.140 of this code. Compensation under this subsection 2 shall not be established or paid for any period less than thirteen consecutive calendar days and shall not constitute a base rate.

K. License bonuses.

1. Notwithstanding any other provision of this code, effective April 1, 2007, persons assigned to the Survey Division and Mapping and Property Division in the classes of Principal Engineer (Item No. 3438) and Assistant Deputy Director, Public Works (Item No. 3310) who hold a valid license as a land surveyor and who are assigned to duties requiring the direction and review of work requiring the knowledge and skill which are both certified and characterized by licensure as a land surveyor shall be compensated at a rate two salary schedules higher than that provided in Section 6.28.050 of this code. Such rate or rates shall constitute a base rate.

2. Notwithstanding any other provision of this code, effective April 1, 2007, persons assigned to the Traffic and Lighting Division in the classes of Principal Engineer (Item No. 3438) and Assistant Deputy Director, Public Works (Item No. 3310) who hold a valid license as a registered traffic engineer and who are assigned to duties requiring the direction and review of work requiring the knowledge and skill which are both certified and characterized by licensure as a registered traffic engineer shall be compensated at a rate one salary schedule higher than that provided in Section 6.28.050 of this code. Such rate or rates shall constitute a base rate.

**SECTION 18.** Section 6.109.130 (Department of Public Works – Assignment bonuses) is hereby deleted as follows:

**Chapter 6.109**

**DEPARTMENT OF PUBLIC WORKS**

**Sections:**

. . .

~~**6.109.130 — Assignment bonuses.**~~

. . .

~~**6.109.130 — Assignment bonuses.**~~

~~A. — Notwithstanding any other provision of this code, persons assigned to the Waterworks and Sewer Maintenance Division in the classes of Public Works Laborer (Item No. 5922), Public Works Maintenance Worker (Item No. 5923), or Public Works Crew Leader (Item No. 5924) who are engaged on a permanent full-time basis in sewer maintenance duties shall be compensated at a rate two salary schedules higher than~~

~~that otherwise provided for in Section 6.28.140 of this code. Such rate or rates shall constitute a base rate.~~

~~\_\_\_\_\_B.\_\_\_\_\_ Notwithstanding any other provision of this code, persons employed in classes listed under subsection A of this section who are assigned to a crew engaged in the inspection, repair and maintenance of underground storm drains shall, for each pay period such employee is primarily engaged in such duties, as determined by management, be compensated at a salary two schedules higher than that salary otherwise provided for in Section 6.28.140 of this code. Compensation under this subsection B shall not be established or paid for any period less than thirteen consecutive calendar days and shall not constitute a base rate.~~

**SECTION 19.** Pursuant to Sections 25123(e) and 25123(f) of the Government Code, this ordinance shall take effect immediately upon final passage. If this ordinance becomes effective after October 1, 2006, it shall be construed and applied as if it were effective and operative on and after October 1, 2006.

[572050KPCAO]